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ABSTRACT

Reported were proceedings of the twenty-fifth annual meeting of the President's Committee on Employment of the Handicapped. Opening ceremonies included a speech summarizing past and projected developments in employment of the handicapped, a speech by Raymond Burr who acted as master of ceremonies, recognition of many categories of volunteers who assisted the handicapped over the past quarter of a century, and tributes to outstanding handicapped individuals. Summarized were recommendations from panel discussions on such topics as better living for the handicapped, legislation, rehabilitation, the problems of handicapped persons who also live in poverty, disabled veterans, recreation, and public relations. Devices for the handicapped, including an electric cart, a coordinated electric arm, and an electric elbow, were demonstrated. Reported were events which took place concurrently with the annual meeting, such as a symposium conducted by the Partners Rehabilitation Education Program and a board meeting of the Job Placement Division of the National Rehabilitation Association. (GW)

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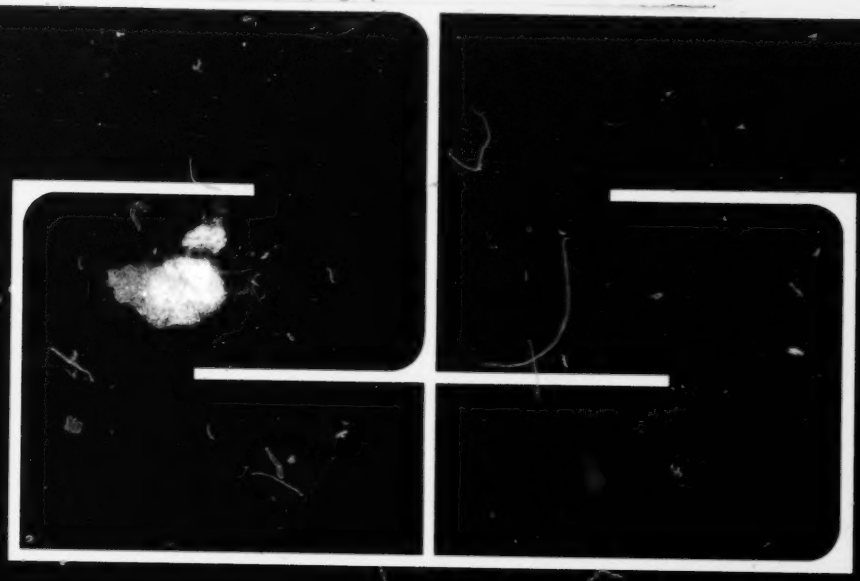

TWENTY-FIFTH ANNIVERSARY ANNUAL MEETING

MINUTES

MAY 3·4·5 1972

The President's Committee on Employment of the Handicapped · Washington, D.C.

EC 051 513

THE WHITE HOUSE

WASHINGTON

May 3, 1972

Dear Harold:

As members of the Committee on Employment of the Handicapped gather this evening, I want to salute you once again for a quarter-century of invaluable service to America. Whatever can be done to help the handicapped lead fuller and more active lives will be more than returned by the contributions they make to a better and more productive society.

I am very sorry that I am unable to be with you tonight, but through my good friend and counselor, Bob Finch, let me convey my personal gratitude to each of you and my best wishes for a successful conference.

Sincerely,

Richard Nixon

Honorable Harold Russell
Chairman, President's Committee
on Employment of the Handicapped
International Ballroom
Washington Hilton Hotel
Washington, D. C.

Foreword

We looked backward briefly at how far we'd come in a quarter-century. Then we looked forward at how far we still must go. The forward look was as fearlessly honest as we could make it—facing the future as it probably will be and not as we would wish it to be.

This, then, was the twenty-fifth anniversary Annual Meeting of the President's Committee.

A frank and fearless meeting, it bodes well for the next twenty-five years.

Next Annual Meeting: May 2, 3 and 4, 1973.

Hope to see you then.

Harold Russell

HAROLD RUSSELL
Chairman

U.S. DEPARTMENT OF HEALTH,
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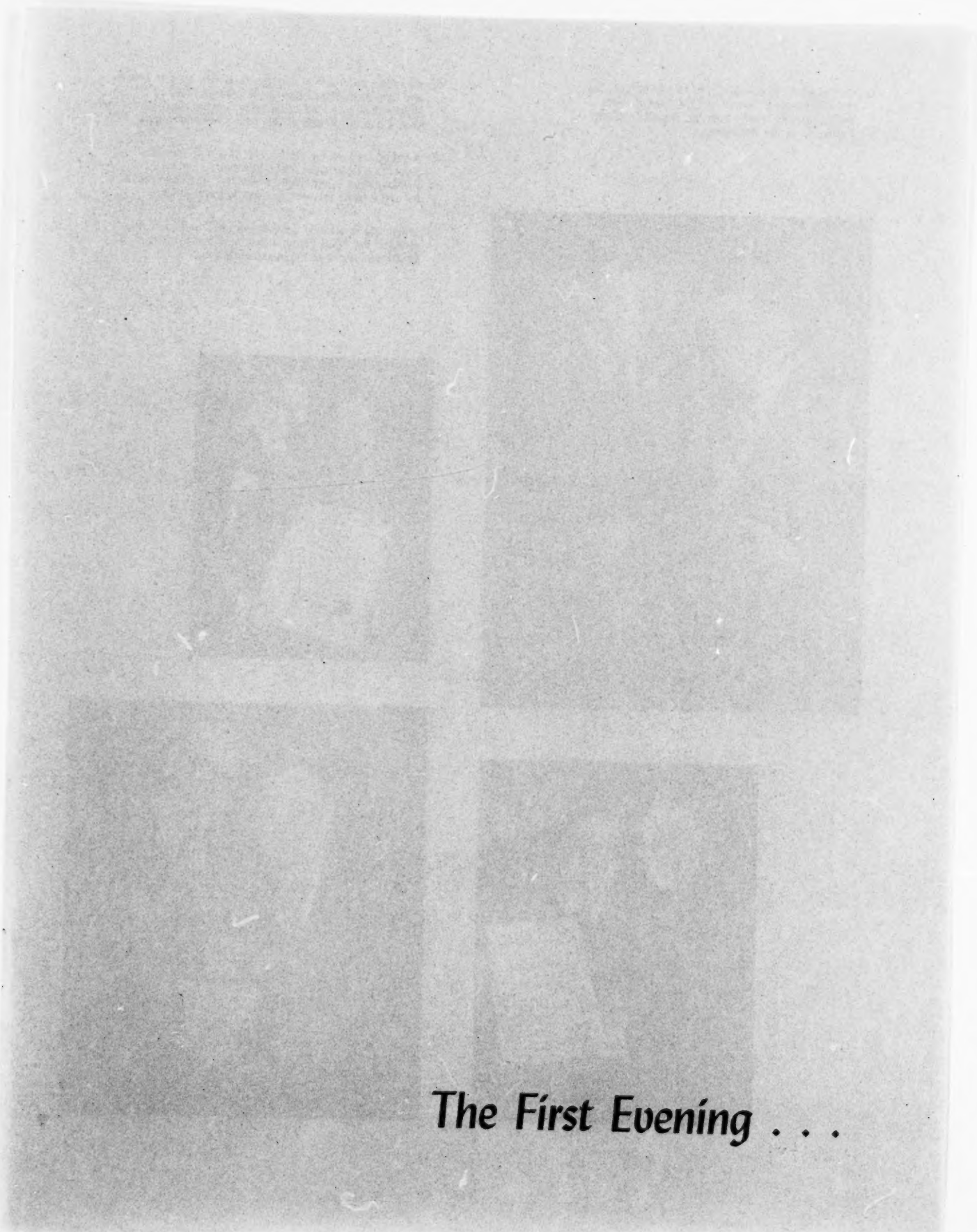

The First Evening . . .

① Dr. Robert A. Bottenberg (left) of San Antonio Tex., the Handicapped American of the Year, accepts the President's Trophy from Mr. Robert H. Finch, Counsellor to the President.

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② All smiles are Senator Jennings Randolph, keynote speaker, and Chairman Russell during the presentation of a special "one of a kind" citation to Senator Randolph for more than a quarter century of service to the handicapped.

③ A happy moment for old friends. Chairman Russell presents a testimonial for 50 years of Rehabilitation International's service to the handicapped of the world to RI Secretary General Norman Acton.

④ Minnesota Governor's Commission Chairman Larry Binger received the PCEH Distinguished Service Award from Chairman Russell at the opening session.

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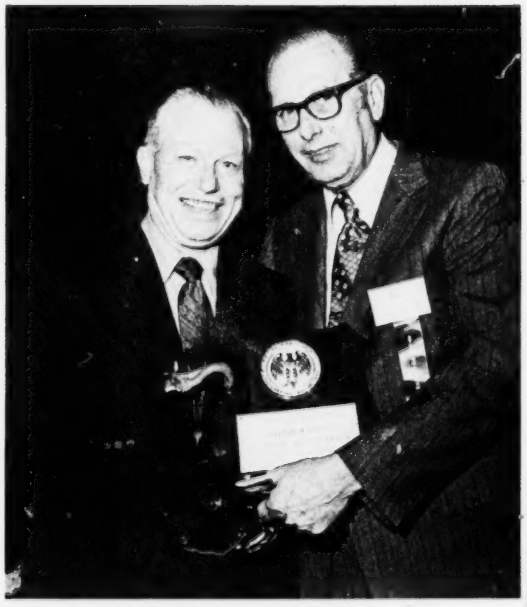

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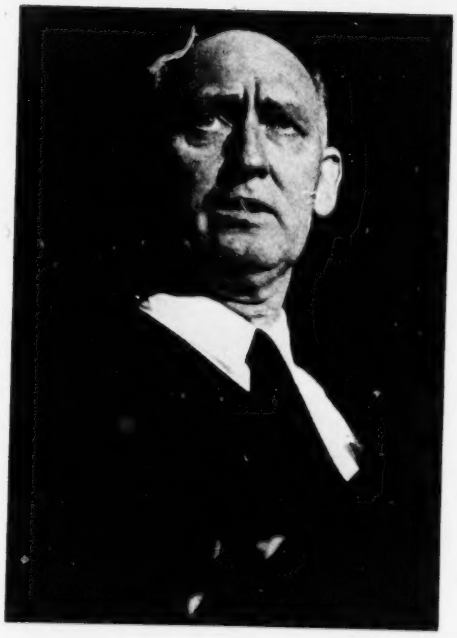

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① Vice Chairman Mayo, Master of Ceremonies Raymond Burr, Presidential Counsellor Robert Finch, and PCEH Deputy Executive Secretary Bernard Posner share a light moment prior to the opening session.

② His Excellency Sir James Plimsoll Ambassador of Australia

③ Project Volunteer Power, a Labor Department funded program of the women's Committee (WOC) had a display at the Annual Meeting which drew WOC Chairman Jayne Spain, PCEH Chairman Harold Russell, and PVP Director Carl Sharek (right). Center right is George Favreau, Malden (Mass.) Coordinator for Project Volunteer Power.

① Max Robinson

② Chairman Russell made the round of the exhibits and stopped to pose with Mrs. Anna Rubner who capably staffed the facially disfigured booth which emphasized that persons with facial disfigurements can be cosmetically improved and should be given work opportunities.

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③ Dr. Robert A. Bottenberg, holding the President's Trophy just awarded him sits between his mother, Mrs. Grace Bottenberg (left) and his wife, Gene. Standing are his three daughters.

④ Gallaudet College Dance Group

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The First Evening . . .

DIFFERENT

This meeting was different, right from the beginning. The opening session was Wednesday evening rather than the traditional Thursday morning.

There was a feeling of difference the moment people walked into the bustling concourse of the Washington Hilton Hotel. The Oscar-winning movie "Best Years of Our Lives" featuring a much younger Harold Russell was showing in the ballroom, for those wanting to spend a couple of nostalgic hours before the opening session. For the first time there was a huge exhibit hall filled with colorful demonstrations and exhibits. A good number of young people filtered through the growing crowds. Old-timers looked with wonderment at the noisy scene, remembering the first Annual Meeting where the entire membership could be transported to The White House in a single bus, with seats to spare.

The weather was different: rain, steady rain. White dogwoods glistened. Red and yellow tulips drooped. But it was a warm rain. It promised growth and warmth.

THE MEETING BEGINS

More than 3,500 people streamed into the vast International Ballroom of the Washington Hilton while the United States Marine Band played. At 6:30, the lights dimmed. Chairman Harold Russell called the Annual Meeting to order.

As spotlights played on the flag, a Joint Armed Forces Color Guard presented the colors. Then came the first two of many innovations: a filmed version of the Star Spangled Banner that pictured the entire history of our country as the music played, then the Lord's Prayer interpreted by dancers from Gallaudet College for the Deaf.

MR. RUSSELL'S CHALLENGE

Chairman Russell set the stage for the twenty-fifth anniversary meeting by presenting what he felt were the three most significant developments of the past quarter century, and what might be the three most significant developments of the next quarter century.

Past developments:

1. A growing national acceptance of the mentally retarded and mentally restored. "Society has come to realize that they can work and they deserve a chance to work," he said.
   "A quarter of a century ago we were only dreaming about rehabilitating the mentally retarded and mentally restored. Today we are doing it—in larger numbers than any other categories of the handicapped.
2. A growing recognition that the physical environment of America needs changing, in order to give handicapped people a full share of life around them. "How can you claim your full share if you can't get into buildings and if you can't use transportation?" he asked.
   "A quarter of a century ago we were only deploring barriers against the handicapped. We have stopped deploring, and we are acting."
3. A growing recognition that "volunteers make the difference in gaining opportunity for handicapped people; that you can't leave it all to a cadre of professionals alone, that what is needed is a groundswell of involvement of citizens."

Future developments listed by Mr. Russell:

1. "I see a movement toward handicapped people speaking out for themselves—not waiting for society to do things for them, but going out and getting things done for themselves.
   "I see handicapped people demanding as full a life as all Americans are entitled to—and not being content with reasons why they can't have it. I see the handicapped achieving dignity as they achieve their rights.
2. "I see a movement toward considering the total needs of handicapped people, rather than considering fragmented needs. For example, it will not be enough to think of employment needs and overlook housing needs; to think of transportation needs and overlook recreation needs; to think of mobility needs and forget social needs.
   "I see society asking different kinds of questions. Not merely 'What does he need to give him a

chance to work?' but, rather, 'What does he need to give him a chance to lead a totally fulfilling and satisfying life?'

3. "I see a movement toward giving equal consideration to all of the handicapped and not just to some of the handicapped. For too long we have neglected the handicapped in city slums and country slums. For too long we have neglected the needs of disabled veterans whose unemployment rate is still much higher than it should be. For too long we have neglected the needs of seriously handicapped people who are as much entitled to a full life as anybody else."

Mr. Russell saw continued need for volunteers in achieving the goals of the future. "There will be need for volunteers in the future—more need than in the past," he said. "All the future needs of handicapped people—those I have described as well as those I have not described—depend heavily on the mobilized resources of volunteers for their achievement."

RAYMOND BURR

"I really don't know how to introduce our Master of Ceremonies," said Mr. Russell. "Is he Robert T. Ironside, alias Raymond Burr? Or is he Raymond Burr, alias Robert T. Ironside? Either way, you all have seen Chief Ironside, or Mr. Burr, as the case might be, in his wheelchair on television. He seems to be saying to the people of America: 'Look, Mr. and Miss America, we handicapped people can do anything. Don't feel sorry for us. Just give us a chance."

Mr. Burr said "The interesting thing about being on television is that you get a chance to travel around the world. I spent a good deal of time in the Pacific and the Far East. I have been in Vietnam many times. The attitude I have observed in the Far East about the handicapped is that they are a disgrace and they should be hidden away somewhere.

"In our Western world we are more advanced and we do not say things like that. Instead, we say 'Let's give them all the money and support they need; but we just don't want to see them very much.' So we in this modern Western world have our way of hiding people, too.

"I hope that what comes out of this meeting is that people who are handicapped not only come out of hiding but demand to be seen and heard."

ROLL CALL OF PARTNERS

Next, Executive Secretary Bill McCahill conducted a "Roll Call of Partners" to give recognition to the many categories of volunteers who have made up the "Hire the Handicapped" movement over the past quarter century.

They were:

Mass media . . . employers in the private sector . . . organized labor . . . the handicapped themselves . . . disabled veterans . . . Government at all levels, Federal, State and local . . . the medical profession . . . public employment officials . . . vocational rehabilitation officials . . . educators . . . sheltered workshops . . . rehabilitation centers . . . women's organizations . . . rural area leaders . . . those in mental retardation . . . those in mental health . . . those involved in creating a barrier-free society, such as architects, builders, designers, city planners, others . . . Chairmen and Executive Secretaries of Governors' Committees . . . recreation leaders . . . librarians . . . those in the field of the disadvantaged handicapped . . . Members of Governors' Committees and of local Committees . . . Members of the President's Committee . . . youth leaders.

At this point, Chairman Russell presented Mr. McCahill with a surprise citation in recognition of his quarter of a century of leadership as Executive Secretary of the President's Committee; he had helped create the Committee and he has given it guidance ever since.

FROM AUSTRALIA

Next, Australian Ambassador Sir James Plimsoll extended an invitation for all to attend the Twelfth World Congress of Rehabilitation International in Sydney, Australia, in the summer of '72.

"Out of the conference there will be an exchange of ideas, an exchange of experience," he said. "This will have an impact not only in Australia, but in all the countries of the world which will be represented at the Congress."

SENATOR JENNINGS RANDOLPH

Speaker of the evening was Senator Jennings Randolph of West Virginia, "A man who has been involved in the President's Committee since its beginning and involved in problems of the handicapped for the past forty years."

Highlights from Senator Randolph's address:

I am proud that West Virginia has always played a leading part in affairs of the handicapped. Senator Kilgore was one of the original sponsors of the bill

for National Employ the Physically Handicapped Week. Senator Neeley was a champion of the handicappe for a long time. It has been my good fortune to assist the effort, too.

Aside from Members of Congress, there are so many people who deserve recognition as we look back. There is Leonard Robinson, the man who convinced me of the need to assist the blind in achieving the dignity of work. As a result we have the Randolph-Shephard Act for vending stands for the blind in public buildings. And there is Paul A. Strachan, the man who convinced us that the handicapped needed a week of their own and that they needed a Presidential Committee to look after their interests. And there was Congressman Augustine B. Kelley who sponsored legislation for the President's Committee in the House. And there were Senators Sparkman and Aiken who sponsored it in the Senate.

Looking back at those early years, we see so many promising things: the Hines hospital beginning to pioneer in the Veterans Administration work of training the blind . . . and VA's spinal cord centers beginning to work miracles for paraplegics who in an earlier day weren't even given much of a chance to live.

And there were so many private groups beginning to work for the handicapped in those early years: the Fifty-Two Association in New York dedicated to serving the war-wounded; Just One Break, also in New York; the American Federation of the Physically Handicapped, headed by Paul Strachan and Millie Scott; the Disabled American Veterans, with Millard Rice providing leadership; the United Mine Workers of John L. Lewis, literally putting hundreds of paraplegic miners on their feet and back to work; the Easter Seal Society, caring for others, helping others.

And there was the entire movement of sheltered workshops and new businesses like Hank Viscardi's Abilities, Inc.—proving that the handicapped could do almost everything if given the chance.

Looking back, I can see the smiling face of Admiral Ross T McIntire, our first Chairman, who resigned to run for Congress. And the friendly face of General Mel Maas, shrouded in cigar smoke, who left his seat in Congress to give the best years of his life to the handicapped. We salute them, just as we salute those who left us within the year—Mary Switzer and Marion Preminger among others.

I understand I am the only Member of Congress who is a card-carrying member of this Committee. Actually, Members of Congress aren't eligible, but I was working for Capitol Airlines when I was first named to the Committee. And I have kept my membership ever since.

Looking back twenty-five years, I can see with you a long procession of rehabilitation centers, sophisticated sheltered workshops like many of the newer Goodwill Industries, prosthetics and orthotics as different from yesterday as are astronaut gadgets different from early automobiles.

Mostly I see a change in public attitudes, a change brought about not only by the mass media and not only by the professionals in and out of government—but a change brought about by the achievements of the handicapped themselves. In many instances, the handicapped themselves have been the best salesmen for their own employment.

As we look around us at the more than 8 million gainfully employed handicapped men and women of American today, we must remind ourselves of the unfinished work ahead. We must devote our efforts to removing the blights of unemployment and underemployment from the handicapped now in our work force.

The Lord's words are, "I know mine and mine know me." I cannot speak for the Congress but I do know my fellow lawmakers. I promise you that if you will continue to call our attention to the unmet needs of the handicapped, you will have eager and willing listeners. If the handicapped themselves will tell it not only like it is but like they would prefer it to be, we will listen.

Some of us in the "establishment" are proud and happy to place our authority and our votes on the side of tomorrow, on a future that does not penalize the handicapped. We want rehabilitation laws in tune with tomorrow and tomorrow's tomorrow.

In looking back, we see we have come far on a road strewn with problems and difficulties. In looking around, we see a plateau of sorts where the handicapped can better realize the American Dream. In looking ahead, we can thank God for the blessings of past and present, and ask His help and guidance that, together, we can bring more of heaven on earth for the handicapped of the world.

TRIBUTE TO COURAGE

Max Robinson, newsman at WTOP-TV, Washington, delivered a "Tribute to Courage" in honor of Dr. Robert Bottenberg, Handicapped American of the Year:

"Well, Andy, it looks as if I'll have to start over."

These were the first words of a newly-blind soldier to the friend who had dragged him from the path of exploding mortar shells. It was just one day after both men had been wounded in an assault on German forti-

fied positions east of the Rhine River, in the year 1945. The Place was a field hospital where casualties of the U.S. Army's 63rd Division had been rushed for medical care.

The private first class who made this statement was 21-year-old Robert A. Bottenberg, whom we honor today as Handicapped American of the Year.

Fate, or the hand of God—call it what you will—had brought him blindness on the battlefield. What had brought him this acceptance of his state, the recognition that one life had been shattered and another must be built?

Mankind calls it courage, which we revere, strive for and can never fully comprehend. To help us understand its embodiment in Robert Bottenberg, we must start at the beginning.

Robert was born in Kansas City, to Grace and Homer Bottenberg. They were wise and loving parents, who encouraged their son's eagerness for learning, his enthusiasm for athletics, camping and nature and his interest in church and Boy Scout activities. Academically, he was at the head of his class, and he excelled in baseball, football and other sports.

Although an only child, he had warm ties to cousins and others in a close family relationship, and many friends.

After high school, Robert went to Kansas City Junior College, with the intention of majoring in chemical engineering. But World War II broke out and he joined the service. He trained with the 63rd Infantry Division in Centerville, Mississippi, and left for Europe in 1944, to see action in France and Southern Germany.

He was a good soldier, his platoon leader recalls, and well liked by his buddies and superiors. He had a habit of saying, "If I get back to Kansas City, I'm going to marry Gene." Gene Laffoon was a girl who went to his church at home, and to the same junior college.

Six months after he arrived in Europe, Robert Bottenberg's optic nerve was destroyed by a shell fragment that pierced his left temple, passed behind his forehead and lodged against his right temple. In addition, he suffered considerable facial damage, some loss of hearing and lost his sense of smell.

And it was on the next day that he said: "It looks as if I'll have to start over."

The first month was grim. Robert was transferred from the field hospital to a hospital in Paris, where the emphasis was on medical treatment, with no attempt at rehabilitation. Then, he was flown to Dibble Hospital, Minelo, California, which specialized in treatment of eye injuries.

This is where Robert's new life began. He was taught to do many things, and new ways of doing others. He learned braille, typing and how to travel. A friend who went to see him reported: "At the end of the visit, Bob said, 'Take my arm and I'll get you out of here.' When he said that, I knew he'd never have a problem."

Three months at Dibble were followed by stays at other hospitals for plastic and medical surgery and a final period of concentrated rehabilitation.

Recalling this time of his life, Robert Bottenberg says: "While I was still undergoing medical treatment, I made the decision to go to college. It was really only a question of how I was going to school, not whether I was." He was encouraged in this decision by the doctors and other staff at the hospitals where he convalesced.

In July 1946, Robert was separated from the Army, returned to Kansas City and in the same month, keeping his promise to himself, he married Gene.

They moved to Columbia, where Robert attended the University of Missouri. He had given up the idea of becoming a chemical engineer, realizing that blindness would limit participation in laboratory work, and decided instead on a degree program in psychology, with the tentative goal of teaching at the college level.

Under Public Law 16 which applied to disabled veterans, he was able to hire sighted individuals to read his text book assignments for recording on a sound scriber. He took lecture notes in braille, which Gene, too, learned. And she was a readily available reader. Another help was a keen memory which Robert further developed, along with his reasoning powers, by doing calculus problems in his head.

In two years he earned his BA degree, graduating Phi Beta Kappa. Next came a non-academic achievement—the first of the Bottenbergs' three daughters, born in 1949.

Robert earned his MA degree the following year and the family moved to California. At Stanford University he began to work toward his PhD in psychology, with a minor in mathematical statistics. By a quirk of fate, the Bottenberg apartment was in a building that once had been part of Dibble Hospital, where Robert's new life had started just five years earlier.

By 1953, he had finished the written part of his thesis and his faculty adviser, impressed by his brilliance, contacted the Air Force's Personnel Research Laboratory at Lackland Air Force Base, San Antonio, Texas, and recommended Robert for employment there. That same year, he started work at Lackland. Four years later, he completed his thesis and was awarded his Ph.D.

During his years at Lackland, Dr. Bottenberg had

climbed steadily up the career ladder, enriching his background by attending seminars and courses in computer sciences, mathematics, statistics and psychology. In 1963, with Joe H. Ward, Jr., he co-authored a book, "Applied Multiple Linear Regression," which is a classic in the field of applied statistical techniques.

Today, he is Chief of the Computer & Management Sciences Branch, Personnel Research Division, Air Force Human Resources Laboratory. In this capacity, he manages a work force of over 100 professional and technical personnel engaged in the solution of Air Force personnel management problems. He is the focal point in the Air Force for the formulation and development of mathematical models of its personnel system. He also acts as consultant on scientific and operational operations to Federal agencies, educational institutions and research foundations.

Impressive as his academic and professional achievements are, they reflect only part of the man who is Robert Bottenberg.

When called upon by the Texas Commission for the Blind, he tutors blind youngsters in mathematics and braille, and helps them adjust to their handicap. He encourages and inspires blind veterans at Brooke General Hospital, where they undergo medical treatment before receiving rehabilitation. He has served as president of the Blinded Veterans Association, was a member of the Advisory Committee for the Blinded Veterans Research Project carried out by the American Foundation for the Blind, and serves on the Advisory Committee to the Sensory Aids Evaluation Research Center at M.I.T.

In his community, he belongs to the Kiwanis, and is on the session of the Grace Presbyterian Church, where he and his wife teach in the church school. No doubt because he is the father of daughters and Mrs. Bottenberg remains active in the Girl Scouts, he is as enthusiastic a spokesman for Girl Scout cookies as can be found anywhere.

He is a father who built a playhouse for his girls when they were small, and played and went bike riding with them. He never tired of their constant "What's for dessert?" query, which he answered with "Chocolate covered nails" until the night they persuaded their mother to serve exactly that.

He taught his wife and one of his daughters to drive a car, and when someone asked in amazement, "How could you do that?" he replied: "It didn't bother me a bit. I couldn't see a thing."

With Mrs. Bottenberg he enjoys theater-going, dining out, bridge, and working in the garden. And in their garage is a bicycle built for two.

Dr. Robert A. Bottenberg—soldier, scholar, scientist, citizen and family man—we pay tribute today to your courage, your achievement and your humanity, and we salute you as Handicapped American of the Year.

ROBERT H. FINCH

Representing the President to present the President's Trophy to Dr. Bottenberg was Robert H. Finch, Counselor to the President.

Dr. Bottenberg's career, Mr. Finch said, is "eloquent evidence of what one individual can do when courage and determination combine with access to education and opportunities for employment."

One of the things we can take great pride in, he added, is the success America has had in broadening employment opportunities for the handicapped. "That success is due to those of you in this hall, to the President's Committee, to all those everywhere who volunteer their efforts in behalf of the handicapped, to the public and private sectors of America."

"The President is most gratified by the achievements of Dr. Bottenberg, and also by the achievements of his employer, Lackland Air Force Base," said Mr. Finch. "I think all of us agree with Thomas Wolfe's words: 'To every man his chance; to every man, regardless of his birth, his condition, his situation; to every man his shining, golden opportunity; to every man the right to live, to work, to be himself, to become whatever his manhood and his vision combined can make him."

Mr. Finch then presented the President's Trophy to Dr. Bottenberg, to a standing ovation.

DR. BOTTENBERG

Responding, Dr. Bottenberg paid his "respect and gratitude to other people who have played a role in my life."

First, his mother, in the audience. "It is hard for many of us to express gratitude to close members of our family, but we have had a wonderful relationship; she has meant a great deal to me."

Second, a man he crossed paths with 27 years ago. "It was in Southern Europe. An assault on an enemy position. We were involved in heavy enemy action, small arms fire and mortar fire. It was just a bad place to be. Suddenly the lights went out. Frankly, I thought it was all over. Within a few moments there was an individual at my side. His words I remember still: 'Can I help you? Can I help you?' I said 'Yes; let's get out of here.'

"We worked our way to a safer area. From there I

was returned to a field hospital. He was wounded in coming to my help. He wound up in the hospital along with me. His words I have always remembered."

Next, his wife. "For the last 25 years here life has been a series of deeds which have said over and over, 'Can I help you?' So I want to pay tribute to her because she has meant so much to me.

"There are other people, other institutions, other friends . . . my employers who have judged me on what can be done rather than on disability. I think I can hear people, including my employers, saying daily, 'Can I help you?' "

Dr. Bottenberg suggested that "if we listen, our Nation is filled with people ready and eager to say 'Can I help you?' Sometimes the words don't come out just like that. But they are there, if we listen."

AWARDS

Next came the presentation of awards.

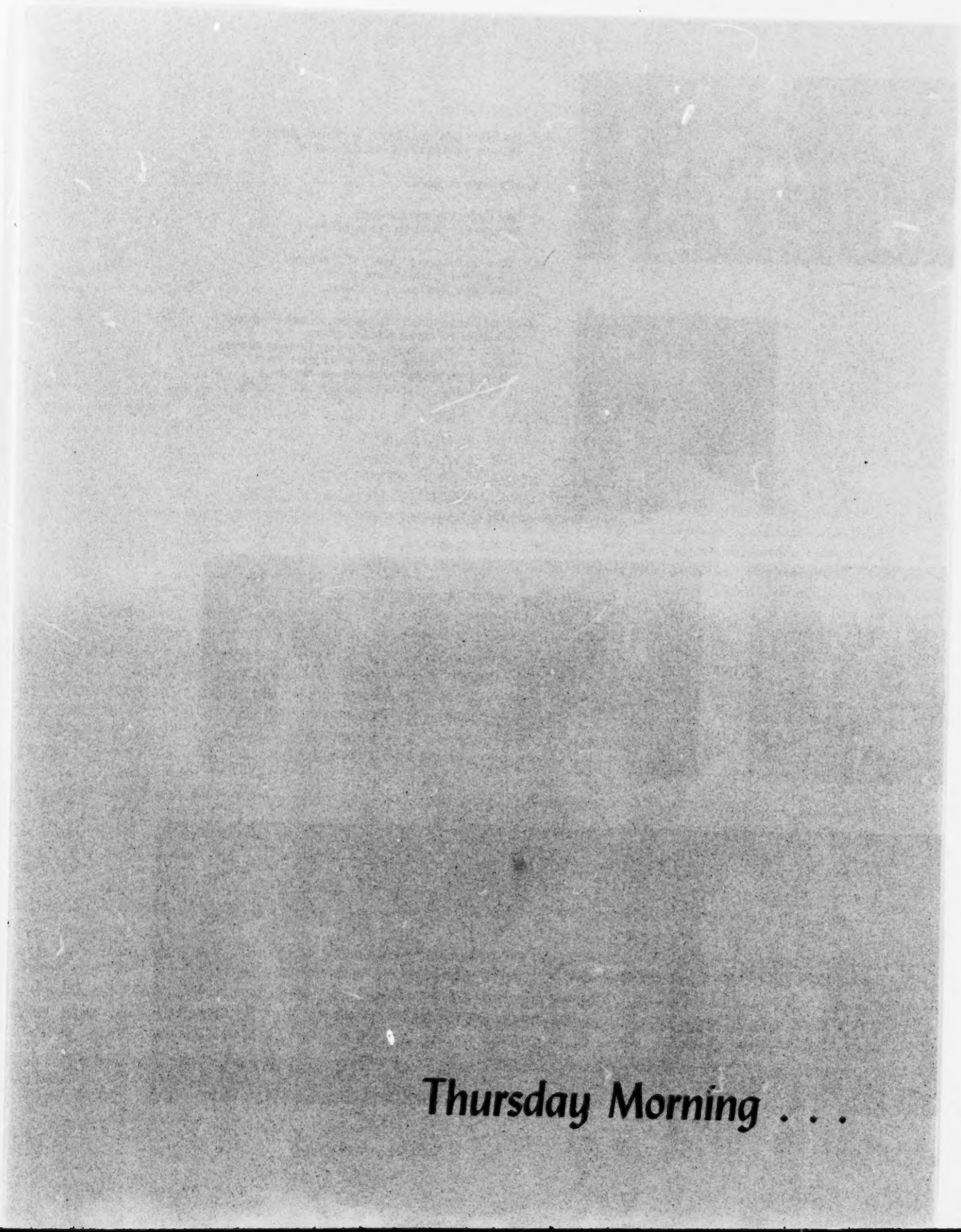
The Distinguished Service Award, highest honor of the President's Committee, went to Malcolm Hecht, Chairman of the People-to-People Committee for the Handicapped.

Another Distinguished Service Award was presented to Larry W. Binger, Chairman of the Minnesota Governor's Commission on Employment of Handicapped Persons and Director of Personnel of the 3M Company in St. Paul.

A Fiftieth Anniversary Scroll was presented to Rehabilitation International, and was accepted by Norman Acton, its Secretary General. The scroll:

"Founded in 1922 as the International Society for Crippled Children, the organization has for 50 years been the only international non-governmental organization devoted solely to the improvement of life for all disabled persons. Known today as Rehabilitation International, it has stimulated and assisted the formation of national associations in many countries, and counts 82 national and 5 international bodies as its membership. Its assistance reaches more than 100 nations. It represents the cause of the disabled before the United Nations and other international organs. It initiated and sponsors the Decade of Rehabilitation. The President's Committee is proud to salute Rehabilitation International on the 50th anniversary of its world-wide mission of helping handicapped persons to help themselves."

And finally, a special recognition scroll was presented to Senator Randolph for "his more than a quarter century of efforts to assist handicapped persons, especially those who are blind, achieve success, self-respect and dignity as gainfully employed citizens of their communities and full partners in society; for his leadership in enactment of legislation to remove both physical and architectural barriers to America's handicapped so they could prepare themselves for full, productive and socially useful lives; and for long-time and continuing personal concern for, support of, and participation in national programs to obtain and maintain employer and public acceptance of handicapped workers."


Thursday Morning . . .

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① The "Alley Cats" play briskly to entering guests at Thursday morning's Continental Breakfast.

② Mrs. Jayne B. Spain

③ Mrs. Esther Van Wagoner Tufty
Moderator of "Meet the Pressures" Panel

④ "Meet the Pressures" experts (left to right)
E. B. Whitten, Henry Viscardi, Jr.,
Alfred Slicer, and Edward H. Noakes.

⑤ "Meet the Pressures" interrogators, all highly regarded spokesmen for various disability groups, quizzed the four "experts" during the Thursday morning session which highlighted the entire proceedings. The panelists blended youth and age, but all had experience in coping successfully with disability.

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Thursday Morning . . .

ALLEY CATS

Mrs. Jayne Spain, Vice Chairman of the President's Committee, presided at the Thursday Morning session.

It opened on a lively note with music by the "Alley Cats Band" of Birmingham, Alabama—all clients of the Adult Extension Center for the Mentally Retarded in Birmingham. Director of the Band was Mrs. Margaret Williams.

A TIME TO BE

Next came a nostalgic look backward, a filmograph, "A Time To Be"—the story in pictures of the birth and growth of the President's Committee. Written by Lester Ahlswede and produced by the Motion Picture Service of the Department of Agriculture, it was narrated by Milton J. Cross, of Metropolitan Opera Broadcasts fame.

MEET THE PRESSURES

Mrs. Esther Van Wagoner Tufty, President of the Tufty News Service in Washington, D.C., moderated this session—spokesmen for the President's Committee confronted by a panel of handicapped persons, assessing past progress and future needs of the handicapped in society.

THE "WITNESSES"

Four "witnesses" led off with brief statements.

Edward H. Noakes, AIA, of Noakes & Associates, Bethesda, Md., and Vice Chairman of the Committee on Barrier Free Design:

"Progress—there has been a good deal. We have developed standards for designs; there has been Federal legislation, State legislation, county and city ordinances.

"We have a new Committee on Barrier Free Design. It has made great strides in a short time. We have worked with Washington's new rapid transit system. We have worked with Amtrak; in fact, they asked us, 'What do you want in the way of a policy for the handicapped and elderly?' We told them; now they have a policy. We are working to make the next generation of buses accessible to the handicapped.

"Our master plan for the future is the most exciting of all. It calls for total elimination of all barriers. It takes in law, education, administration, design, construction, everyone.

"We are hopeful of getting a grant soon. In about three years we should have a master process which will pull together all the things that have been going on in this country. Things are happening everywhere. But in some cases, it's like reinventing the wheel. A lot of energy is being used to do things separately. We need a master plan, a master program, so we can all pull together."

Alfred Slicer, Director, Illinois Division of Vocational Rehabilitation, Springfield, Ill.:

Mr. Slicer paid tribute to the handicapped themselves, in keeping the rehabilitation profession aware of its objectives; "preventing us from becoming smug; ever reminding us of our obligation to serve."

The profession has been continually pressured to pay more attention to this special group, that special group, he said. There have been gains for all groups; "in recent years vocational rehabilitation agencies have recorded increasing numbers of rehabilitation." However, priority has gone to "public assistance applicants and recipients, juvenile and adult offenders and unemployed or underemployed residents of model cities areas." But commitments under these priorities are, "as always, to disabled and vocationally handicapped individuals."

The current challenge, he explained, is to gear the rehabilitation delivery system to a vastly expanded number of related services by agencies both public and private; to relate rehabilitation with job opportunities in all sectors of the American economy. It's costly, complex, time-consuming, he said. But rehabilitation agencies have pledged their cooperation in these directions.

Henry Viscardi, Jr., President, Human Resources Center, Albertson, N.Y.:

"In my opinion, we have not adequately prepared ourselves for the changing technologies of the computer

world," he said. "Today, two situations are upon us. We are in an era of constantly rising costs. And we are in an era of computers and data processing."

Companies that provide service jobs are trying to cut costs; in doing so, they may be creating new opportunities for the handicapped. Also, this age of computers will provide far more jobs for the handicapped, contrary to what most experts believe, he added.

It's quite likely that in some instances handicapped people, working at home or in remote workshops, will be able to perform computerized tasks that would be tied into a central headquarters by long-line installations. It's just as likely that retarded men and women can be trained to push buttons at huge consoles and, without ever seeing a customer, check his credit and charge up a sale taking place in a store many miles away.

These things are happening right now. In department stores, there's a scanning device through which a clerk places a special tag from merchandise. Automatically, a register rings up the price; an inventory control computer makes a record; the customer's credit is checked in a matter of seconds; the transaction is charged to his bank. Nobody lifts a finger. In gas stations, there's a new system where the customer speaks into a microphone, puts a feeder hose into the gas tank, gas is pumped automatically, his gas station account is charged automatically.

Complex, yes. But they result in jobs the handicapped can perform. They result in jobs the retarded can perform. If we want to think in terms of jobs for the handicapped today and tomorrow, we had better begin to think of these challenges that lie ahead, and not of traditional work opportunities with which we have been saddled all these years.

E. B. Whitten, Director, National Rehabilitation Association, Washington, D.C.

Tremendous progress in legislation having to do with the handicapped has been made in the past quarter century, he observed. Back then, there was no research and demonstration program, no rehabilitation facility program, just a small State-Federal program of rehabilitation. Today, there is research, there is a rehabilitation facility program, there is a wide range of services, there are other activities resulting from rehabilitation legislation. At the same time, much progress has resulted from legislation not directly labeled "rehabilitation." There have been laws in general education, in vocational education, in manpower, in mental retardation, in mental illness, in developmental disabilities, in much more.

Now for the future. This looks like a good year for rehabilitation legislation, Mr. Whitten said. We may have a new program for the severely handicapped which does not have employment as a necessary objective; and a new program for people suffering from renal disease; a program to help the deaf; new emphasis on spinal cord injuries; a National Committee on Transportation and Housing for the Handicapped; a National Information and Resources Center; also there may be activity in the civil rights area in relation to the handicapped.

"There has been tremendous progress in 25 years; but the time is really not yet. It is ahead of us."

THE QUESTIONS

Q: "How can we get more disabled people involved in the decisions that affect their lives?"

Mr. Whitten said that his organization now has a task force of consumer involvement, trying to work out a plan to "do better than we have done." He added that "we recognize the fact there are some things done when it looks like the time is ripe to do them. Now is more the time for consumer involvement than ever before."

Q: "Do you all support the provision of H. R. 8395: the amendment to the Vocational Rehabilitation Act now under consideration by Congress, which would give special emphasis to the severely disabled?"

Mr. Whitten said the National Rehabilitation Association not only supports it but has been advocating this sort of program since 1958. Mr. Slicer added that the State rehabilitation agencies also support it.

But he added a note of caution: "I don't believe we have arrived at a clear definition of what a severely disabled person is, even though the law has defined it." He recalled that one of his staff members contended that an amputation below the elbow might be as severe a disability as quadriplegia or cerebral palsy; the below-the-elbow amputee might be harder to rehabilitate than the others because of his attitude.

Mr. Whitten added that almost every group of handicapped persons contends they are severely handicapped. The blind, the deaf, paraplegics, amputees all claim to have severe handicaps, and undoubtedly they do. But more realistically, "severe disability has to be defined in terms of the functional limitations of the individual to perform normally at home and in the community and at work; it cannot be defined strictly by categories."

Q: "Does H. R. 8394 give any role to the consumer in terms of decision-making?"

Mr. Whitten said that several of the advisory coun-

cils called for in the new legislation do require participation by the handicapped. But this is not the same as giving a decision-making role to consumers.

Q: "Mr. Whitten, does your organization support civil rights for the disabled?"

Mr. Whitten replied "Yes. Bills including the handicapped in civil rights have a good chance of passing, if not this session of Congress then the next session. Let me warn you about this legislation. You don't solve anything just by passing a law. You need resources to implement it. Your Congressmen can almost do you a disservice by quickly writing these things into the law, then not doing a thing to provide resources for enforcement."

Q: "Do you see in the near future any kind of workable cooperation by State agencies to beef up Governors' Committees on Employment of the Handicapped?"

Mr. Slicer said "Let me give you an idea how you can build support for your own Governor's Committee.

"Back in the early sixties, the Illinois Governor's Committee was supported by a civic-minded individual who contributed $20,000 a year. He finally had to stop his support. The State Department of Labor then tried to inject $127,000 into the Governor's Committee, but the State legislature wouldn't go along. Then I went to the Governor and suggested that if he were permitted to put $50,000 into the budget of the Governor's Committee, I would arrange to match it with $52,000 of Federal funds (at that time we were matching on a 52–48 basis). The Governor accepted the idea, and so did the legislature after a long while.

"This is how the Governor's Committee has been financed ever since. It's worth looking into, in your own States."

Q: "What has been done to make deaf people a part of this movement? When people think of the handicapped, they think of disabilities they can see. Deafness is invisible. Is there anything that can be done to help deaf people find jobs, or become more visible in America?"

Mr. Viscardi suggested that deaf persons seek training or employment through public or private agencies that serve the handicapped; that way, "deafness no longer would be concealed. Once it is openly admitted, then the only question becomes one of the capacities to handle the job.

Mr. Slicer added that "we have got to start back long before they become ready for jobs. Most of the deaf in Illinois are referred to vocational rehabilitation from the school systems. But they come to us ill-prepared—in terms of ability to read, in terms of mathematics skills, and in some school systems in terms of their ability to communicate. Working in a hearing world, they have to be able to communicate.

"Yet we have worked out employment situations for the deaf that are very good and very well paid. In the post offices, for example, there is a noisy machine which sorts mail. Employees who have hearing used to work these machines; for 15 minutes every hour they had to stop and rest because of the high noise level. We have placed more than 200 deaf people in these jobs. They earn better than $3 an hour. They get their coffee breaks like everybody else, but they do not require the 15 minutes off each hour. We have had to train their supervisors in sign language, to communicate with the deaf. This is necessary, of course.

"Sometimes individual situations become difficult for the deaf and we have to work in group settings. This doesn't mean we have to concentrate all our efforts on moving deaf people in groups into jobs. We have to look for all ways to place them—groups or individuals.

Q: "When the National Paraplegic Foundation has national meetings, it presents criteria on accessibility for the handicapped that it expects hotels to meet if they want the business. Usually the hotels make the changes. Why can't the President's Committee, National Rehabilitation Association and other organizations do the same thing?

Mr. Noakes pointed out that planners of the President's Committee's Annual Meetings are "conscientious, knowledgeable and wise," and that the Washington Hilton "is the best possible choices in Washington."

Q: "Why must we have sheltered workshops? Are they doing the job? Wouldn't it be better to replace them with completely educational institutions? If this is true, why does Vocational Rehabilitation maintain the present system of workshops by financing them?"

Mr. Slicer pointed out that workshops are used for more than training. They also are used for work evaluations, to determine the potential of handicapped persons. Workshops may not be in the main trainers of people for jobs, but they are in the main evaluators of people for jobs.

Mr. Viscardi added that he sees two kinds of jobs in sheltered workshops: those which will become obsolete in the next 5 years, and those which are being newly-created by new technologies. "If we can bring the training resources of industry into workshops, we can begin to close out some of the obsolete jobs and emphasize instead some of the new jobs being created today. By doing so, we'll find we will be preparing a surprisingly large number of handicapped people for

jobs in private industry."

Yet all this talk of competitive jobs passes over the heads of one group of people we don't pay enough attention to, Mr. Viscardi said: these are people so severely disabled they cannot work in competitive employment. For them, the choice is "not to work at all or to work in some sort of sheltered environment."

Or, there's a third alternative: "many rewarding career jobs can be done at home—and I'm not talking about making artificial flowers or typing manuscripts. I'm talking about 40,000 jobs for claims adjustors for insurance companies, for example. I'm thinking about school attendance clerks for school districts. I'm thinking about a large variety of rewarding occupations for the severely disabled who cannot leave home.

Mr. Whitten commented that sheltered workshops came about in America to meet needs not otherwise being met. "Viewed in this perspective," he said, "workshops have rendered important contributions to this country. But we do have every right to ask the workshop movement to consider its role and its methodology and make sure that services are relevent to the times we live in."

Q: "There has been progress made in eliminating barriers in buildings against the handicapped. But what about mass transportation? A law was passed recently requiring that mass transportation be available to all citizens including the handicapped. How can this law be implemented?"

Mr. Noakes commented that it takes more than a law to bring about accessibility for the handicapped. "There is a law which requires the new subway in Washington to be usable by the handicapped. Yet this law is being questioned by attorneys for Metro, the subway system. There is a role for the President's Committee, and for everyone involved in the handicapped, to make sure that laws get proper implementation."

Q: "Perhaps more law suits should be filed against organizations like Metro that don't look after the needs of the handicapped. Perhaps we have to go to court to establish the rights of the handicapped."

Mr. Noakes said that "we've been working on the Metro system for seven or eight years. There will be many other rapid transit systems in many other cities. Perhaps this kind of long history will have to be repeated in each. The intent of the original legislation has been to assure that wherever a system of mass transit is built with federal funding, accessibility by the handicapped will be a built-in feature. But it doesn't always work that way."

Q: "A great many points have been covered this morning. What is the President's Committee going to do about all this?"

Mr. Slicer said that one major value of the President's Committee is to "provide a forum for the exploration of all kinds of problems related to the handicapped; a forum for disenchanted people; a forum for people with problems they wish to express. By providing a forum, the President's Committee also can see to it that problems are brought to the attention of agencies that can do something about them."

Mr. Whitten added: "Look around you at what's happening in this country. There is one group of handicapped people in America that doesn't have any trouble gaining attention and gaining action. The group is the blind. The blind are organized. They have been organized a long time. Their organizations are respected. They are influential.

"Other groups wanting the same kind of attention and the same kind of respect will have to organize, too. You'll have to show that you really represent the handicapped. And you'll have to be sure that the people who make decisions know what you want at the right time and in the right place."

Mr. Viscardi suggested that "one of the great areas we could do something about would be to make sure that the amendments to the Wagner O'Day Act will have an effect in upgrading sheltered workshops. Here's a real cause worth going after."

Q. "Some of the speakers have talked about 'your' problems or 'their' problems. We're all in this together, ladies and gentlemen. These are 'our' problems. These problems will be solved only when we realize that they are not 'yours' or 'theirs,' but 'ours.' "

With that, "Meet the Pressures" adjourned.

Thursday Afternoon . . .

CONCURRENT PANELS

Thursday Afternoon . . .

EMPLOYMENT

Discussion Leader: Wayne T. Brooks, Chairman, Employer Committee, President's Committee on Employment of the Handicapped and Vice President, American Iron and Steel Institute, Washington, D.C.

Resource Persons:

Miss Linda York, Rehabilitation Nurse, Liberty Mutual Insurance Company, Charlotte, N.C.

James M. Troka, Equal Opportunity Staff, Sears, Roebuck and Company, Chicago, Ill.

Leon Lewis, Chief, Division of Occupational Analysis, U.S.E.S., Manpower Administration, U.S. Department of Labor, Washington, D.C.

J. H. Sears, Special Assistant Community Affairs, Employee Relations Department, E. I. duPont de Nemours & Company, Inc., Wilmington, Del.

Recorder: Mrs. Ruth-Ellen K. Ross, Executive Secretary, Maryland Governor's Committee to Promote Employment of the Handicapped, Baltimore, Md.

Left to right: Mrs. Ruth-Ellen K. Ross, Leon Lewis, James M. Troka, Wayne T. Brooks, Miss Linda York, and J. H. Sears.

Lively discussion between panelists and audience marked this panel.

There's need for much more "job-bending," Mr. Lewis suggested. "How can jobs be made to fit people?" he asked. "It's more important and more profitable to do this than to insist that people be made to fit jobs." Miss York agreed. "Whenever I visit a plant," she said, "I try to watch various operations to see how they might possibly be regeared for the handicapped. Most of them can."

Mr. Troka pointed out that sometimes in big business there is a gap between the policies of top management and the practices of local managers and supervisors. So in the matter of employment of the handicapped, there's need for constant education of local-level people.

"Is it possible," someone asked, "that small businesses are the most promising places for employment of the handicapped? There's not much of a problem in translating top management policies into actual practice. Shouldn't more of our efforts be directed to reaching small businessmen?"

It was proposed that Government take the lead in hiring the handicapped in all communities. Then business can be asked to follow suit. "It's not right for Government to ask business to do something that Government itself isn't doing," observed someone in the audience. "Government has taken the lead," someone else noted. "It has special programs of hiring the seriously handicapped, of hiring the mentally retarded, of retaining employees who have been disabled on the job."

Mr. Sears noted that duPont has been hiring the severely handicapped and has been having much success in such matters as selective placement, retention and promotion.

There was general agreement that insurance rates do not rise when handicapped workers are added to the labor force. This myth sometimes is used as a reason for not hiring the handicapped, it was pointed out.

The truth is that handicapped workers often are safer on the job than others. For example, someone cited the instance of Mississippi's sheltered workshops which hire the seriously handicapped and which have had such an excellent safety record over the years that insurance rates have dropped.

There was consensus that there must be no slackening of promotional efforts to encourage more jobs for the handicapped, and of educational efforts to portray the facts about the handicapped on the job.

BETTER LIVING

Discussion Leader: Louis L. Gottlieb, President, Florida Paraplegic Association, South Miami, Fla.

Resource Persons:

Mrs. Marie McGuire, Program Advisor for Problems of the Elderly and Handicapped, U.S. Department of Housing and Urban Development, Washington, D.C.

Richard W. Heddinger, Bureau of Labor Statistics, U. S. Department of Labor, Washington, D.C.

Recorder: Joseph Manzo, P.E., National Society of Professional Engineers, Alexandria, Va.

Left to right: Louis L. Gottlieb, Joseph Manzo, P.E., Mrs. Marie McGuire, and Richard W. Heddinger.

How can man's total environment be made compatible with those who are handicapped? This was the question that both panelists and audience addressed themselves to in the panel on "Better Living."

It was suggested that if all America could see convincingly that a barrier-free society is better for everyone, able-bodied and handicapped alike, much more progress would be made.

But how can progress come about? Legislative action is one good way, someone proposed. But militancy also has its place, others said. Militancy gives dramatic "visibility" to the needs of the handicapped.

This example was cited: In one Southern city, efforts were under way to encourage a large private building to install ramps for accessibility by the handicapped. The building owner objected to the cost. Then a local association of handicapped persons let it be known that they were planning to picket the building from their wheelchairs.

Next day, leaders of the group received telephone calls from the building: "Don't picket. We're taking steps to install ramps."

Discussion at the panel turned to transportation. Most of those present favored a dial-a-ride type of transportation for the handicapped as the best means to enhance their mobility. If that's not possible, they said, then make efforts to make public transportation accessible to the handicapped.

A suggestion was made that there be barrier-free housing units in all public and private multiple housing. To bring this about, there would be need for a Federal law—but one with punitive clauses if builders do not comply.

Many in the audience favored some kind of name-change for the President's Committee to de-emphasize employment and to place more emphasis on all the other areas of President's Committee interest, such as the elimination of environmental barriers.

The entire panel was marked by a high degree of audience participation.

LEGISLATION

Discussion Leader: Russell J. N. Dean, Director, Washington Consulting Service, Washington, D.C.

Resource Persons:

John C. Harmon, Jr., General Counsel, Goodwill Industries of America, Inc., Washington, D.C.

Mrs. Vicki Cox Stanton, Legislative Representative, National Association of the Physically Handicapped, Washington, D.C.

Recorder: Mrs. Barbara L. Conaway, Legislative Assistant, Social and Rehabilitation Services, Department of Health, Education, and Welfare, Washington, D.C.

Left to right: Mrs. Barbara L. Conaway, Mrs. Vicki Cox Stanton, John C. Harmon, and Russell J. N. Dean.

Panelists and audience discussed many of the problems of daily living that keep the handicapped from working—transportation, accessibility to buildings, lack of up-to-date training, the like. They suggested that perhaps the time has come for the President's Committee to change its name to reflect the expanded areas of concern: President's Activists for the Handicapped, President's Advocate for the Handicapped, or something similar.

Time is ripe for a White House Conference on the Handicapped, it was declared. The audience discussed some of the matters that might be taken up at such a conference—income tax exemptions, changing public attitudes, rights to fuller lives, etc.

It was pointed out that S. 3227, 92nd Congress, does call for tax deductions for employed persons who need housekeepers to take care of handicapped spouses or handicapped children up to age 15. "But why stop at age 15?" someone asked.

There is need for protecting the civil rights of the handicapped in employment, and therefore support should be given to the bills in Congress which would extend civil rights laws to include the handicapped, several persons said.

There also is need to update the many State laws dealing with the elimination of barriers against the handicapped, others contended. These laws need enforcement provisions to gain effectiveness, they said.

Attention was called to HR 11032, 92nd Congress, introduced by Congressman Broyhill, called "HEAT" —*H*ousing, *E*mployment, *A*ccessibility to public buildings, *T*ransportation.

And it also was stated that changes in legislation come about mainly because there is public interest; because there are concerned citizens; because they join together to articulate their views. And because there is need.

REHABILITATION

Discussion Leader: Jack Hutchison, Ph.D., Director of Rehabilitation, Goodwill Industries of America, Washington, D.C.

Resource Persons

Donald C. Linkowski, Ph.D., Assistant Professor in Rehabilitation Counseling, George Washington University, Washington, D.C.

Rod Farrell, Liaison with Vocational Rehabilitation, Galludet College, Washington, D.C.

Recorder: Mrs. Colleen B. Mitchell, Program Specialist, Ohio Governor's Committee on Employment of the Handicapped, Columbus, Ohio

Left to Right: Mrs. Colleen B. Mitchell, Rod Farrell, Jack Hutchinson, Ph.D., and Donald C. Linkowski, Ph.D.

This panel mainly continued the discussion of rehabilitation that had begun in the morning.

Dr. Hutchison highlighted some of the recent research which has been engaged in to measure attitudes toward the handicapped in our society. He concluded that not much progress has been made in changing traditional attitudes.

Dr. Linkowski projected the profession of rehabilitation counseling into the future. He painted a word picture of a model of rehabilitation which included a community totally accessible in all ways to the handicapped. This rehabilitation community of the future would provide work, recreation as well as permanent and transitory living conditions. Further, the rehabilitation community would interact with the general community surrounding it.

Mr. Farrell stressed the need for consumer participation in rehabilitation planning. He proposed: (a) reading of client rights in the rehabilitation process, in much the same manner as police read rights to arrested offenders; (b) making the rehabilitation plan a contract between the counselor and the client.

To bring these proposals about, he suggested the formation of consumer advisory groups which would work with rehabilitation agencies.

REHABILITATION: NEW LOOK, NEW FACES (NRA)

Moderator: Tony Ricci, Kent State University, Kent, Ohio

Panelists:

Miss Marte McCoy, University of Florida, Gainesville, Fla.
Mrs. Susan Salus, George Washington University, Washington, D.C.
Joe Smith, University of Arkansas, Fayetteville, Ark.
Miss Mary Stewart, Marshall University, Huntington, W. Va.
David Ingram, West Virginia University, Morgantown, W. Va.

Left to right: Joe Smith, Miss Mary Stewart, Tony Ricci, Miss Marte McCoy, Mrs. Susan Salus, and David Ingram.

Half a dozen college students, all studying rehabilitation of the handicapped, met to share views of the future of rehabilitation, as they see it.

Miss McCoy wondered whether in the future the vocational aspects of rehabilitation might be toned down, to be replaced by total aspects of rehabilitation —such as social and community and homemaking.

Mrs. Salus stressed the need for dignity. Rehabilitation counselors must treat clients with dignity, and clients also must treat their counselors with dignity, she said.

Mr. Smith called for broad-based amendments to the vocational rehabilitation law which would deemphasize vocational preparation and emphasize preparation for the total gamut of daily living.

Miss Stewart urged that the socially and culturally handicapped be considered as disabled, and should be granted all the benefits that now go to the physically and mentally handicapped.

Commenting on the panel in general, moderator Tony Ricci noted the high degree of audience participation. "The audience was as much involved as were the panelists," he said.

THE HANDICAPPED: AN "ARTICULATE MINORITY"

Moderator: Miss Judy Heumann, Executive President, Disabled In Action, Ltd., New York, N.Y.

Panelists:

Jack Howard, President, National Association for the Physically Handicapped, Perrysburg, Ohio

Edward C. Carney, Executive Director, Council of Organizations Serving the Deaf, Washington, D.C.

Roy Lucas, Attorney, The James Madison Constitutional Law Institute, New York, N.Y.

Thomas K. Gilhool, Attorney (in charge of Right to Education case for Handicapped Children in Pennsylvania), Pittsburgh, Pa.

Recorder: William A. Fraenkel, Ph.D., Regional Administrator for Mental Retardation, Region VI, the Commonwealth of Massachusetts Department of Mental Health, Boston, Mass.

Judy Heumann,
Executive President,
Disabled In Action, Ltd.

Included on the panel were two persons in wheelchairs, two attorneys, one deaf person, one representative of the mentally retarded.

They agreed that opportunities for the handicapped have been expanding in employment, recreation and education. But not nearly enough. One present-day shortcoming is the archaic requirement for medical proof of disability before a person in a wheelchair can register or vote. Another shortcoming is the lack of adequate places for the handicapped to live. It's not enough to have to rely on parents and friends; the handicapped should have the chance to live independently.

Commenting on specific problems of the deaf, Mr. Carney noted the need for all deaf persons to join forces to speak with one voice. For instance, he said, when his Council now refers to the "deaf community," it means not only those who are deaf, but also educators, interpreters, therapists, audiologists, rehabilitation counselors, families, friends and all others associated with the deaf.

"We do not resort to violence nor do we make nuisances of ourselves," he said. "But simply by marshalling our resources and planning together how to use them, the deaf community is making itself heard."

The matter of litigation arose. The story was told of panel moderator Judy Heumann who had to resort to the courts to obtain a position of school teacher in the New York City school system. Because she was in a wheelchair, she originally could not be certified. But what about all the other Judy Heumanns of our society? Perhaps what's needed, panelists agreed, is a defense fund to provide more handicapped persons with legal services to fight similar instances of discrimination.

The right to a suitable public education for all mentally retarded children in Pennsylvania, established by a court decision, was hailed as a landmark case by Mr. Gilhool. He suggested the establishment of a forum where all issues dealing with legal rights of minorities —handicapped included—could be discussed.

Audience discussion brought out that there's need for all organizations of and for the physically and mentally handicapped to join together in a single force; there's need for public demonstrations as well as litigation in securing the rights of the handicapped; there's need for the handicapped to speak out and to accept an increased share of the responsibility for determining their own future.

TO BE HANDICAPPED AND POOR

Moderator: Paul B. Cornely, M.D., Medical Consultant, United Mine Workers of America, Washington, D.C.

Panelists:

Al Shaw, Director, Model Cities Multi-Service Center, D.C. Vocational Rehabilitation Administration, Washington, D.C.

Miss Margaret Lindsay, Staff Member, Mental Patient's Liberation Project, New York, N.Y.

Frank Perino, Codirector, Choose, Inc., Brooklyn, N.Y.

Left to right: Richard Sale (PCEH staff), Al Shaw, Miss Margaret Lindsay, Frank Perino, and Paul B. Cornely, M.D.

Chairman Cornely opened the panel noting that in America there still is a widely-held belief that "hard work, thrift and a touch of ability can enable any man to rise as high as he wants." The effect of this myth, he said, is to harden people's hearts about the poor; to encourage such statements as "a man who does not succeed has only himself to blame." He then presented three speakers who rebutted these American myths.

Miss Lindsay, former mental patient, said she did not consider herself handicapped; it's the "establishment" that calls her so. She recalled that after treatment for mental illness she went searching for a job. She refused to hide the fact of her mental illness. As a result, she said, she has been turned down for more than 180 jobs.

Mr. Perino, who is blind, called for higher wages in sheltered workshops, as well as the same kinds of fringe benefits received by other workers: health insurance, paid vacations, sick leave, pension plans, etc.

Mr. Shaw contended that programs for the handicapped poor cannot really succeed unless they attempt to cope with the inequities which have made people poor in the first place. These programs now expect the poor to improve themselves, to gain greater skills, to become "socially adjusted." Instead, the programs should look at the social order itself; is it one which will lead to a healthy and satisfying adjustment by those who are poor and handicapped?

He also commented on the quantitative approach taken by many people in attacking problems. Such things as rehabilitation and social reform may be too complex for such an approach. What counts is quality, not quantity, he said.

DISABLED VETERANS: ALIENS IN THEIR LAND?

Moderator: Norman Hartnett, National Director of Employment, Disabled American Veterans, Washington, D.C.

Discussion Participants:

Robert D. Carter, Executive Director, Blinded Veterans Association, Washington, D.C.

Alan Langer, National Service Director, Paralyzed Veterans of America, Washington, D.C.

Ernest Myers, Professor, Federal City College, Washington, D.C.

Mrs. June A. Willenz, Executive Director, American Veterans Committee, Washington, D.C.

Left to right: Robert D. Carter, Ernest Myers, Mrs. June A. Willenz, Norman Hartnett, and Alan Langer.

Disabled Vietnam veterans are facing a near-crisis situation in their preparation for civilian life, panelists stated.

Although generous educational and training benefits are available, and although the Veterans Administration is performing a yeoman service in reaching disabled veterans with information about their benefits, fewer than 40 percent of the 300,000 disabled Vietnam veterans have taken advantage of either vocational rehabilitation or GI Bill training and education benefits.

The Veterans Employment Service estimates unemployment among disabled Vietnam veterans to be at least 14 percent. Panelist Mr. Hartnett added that the rate is much higher among the seriously disabled. The Veterans Employment Service announced that it recently has taken steps to improve services to all disabled Vietnam veterans.

Several factors were responsible for disabled veterans' slow readjustment to civilian society, panelists said. One was a lack of public concern for the disabled Vietnam veteran. Another was the disillusionment with the "establishment"—Government programs included—by a number of young veterans. Still another was a need for more flexible programs sensitive to the individual problems of disabled Vietnam veterans.

Each panelist singled out problem areas of particular concern to him. Mr. Carter spoke of blinded Vietnam veterans who are making real progress in readjusting to life. Mr. Langer spoke of the high unemployment among paralyzed veterans and the need to work with them on a one-to-one basis to help remotivate them. Mr. Myers spoke of the particular problems of black veterans, their alienation and anger at racial bars which interfere with full opportunity. He also mentioned the need for more services located in areas where black veterans live. Mrs. Willenz discussed the problems of veterans with less-than-honorable discharges who need special help to return them to society.

All agreed that efforts to help disabled veterans are not the sole responsibility of any one agency or office. The efforts are the responsibility of all Americans and of all segments of society.

RECREATION FOR THE HANDICAPPED: AN OPENING DOOR

Moderator: John A. Nesbitt, Ed.D., Associate Professor, Department of Recreation, San Jose State College, San Jose, Calif.

Panelists:

David C. Park, Executive Secretary, National Therapeutic Recreation Society, Washington, D.C.

Mrs. Janet Pomeroy, Founder and Director, Recreation Center for the Handicapped, San Francisco, Calif.

Jay Jorgensen, A.I.L.A., Associate Park Planner, Fairfax County Park Authority, Great Falls, Va.

George A. Conn, Director, Office of Public Information, Rehabilitation Services Administration, U.S. Department of Health, Education, and Welfare, Washington, D.C.

Recorder: Dr. Julian U. Stein, Consultant, Programs for the Handicapped, American Association for Health, Physical Education and Recreation, Washington, D.C.

Left to right: Jay Jorgensen, Dr. John A. Nesbitt, David C. Park, Mrs. Janet Pomeroy, Dr. Julian U. Stein, and George A. Conn.

Dr. Nesbitt, moderator, noted that recreation today represents an $80 billion a year enterprise. Yet, he asked, how many handicapped people are seen attending the San Francisco Opera, Madison Square Garden, the Natural History Museum in Chicago, neighborhood bowling alleys, local parks? Not many, he said; their absence indicates the need for action by the President's Committee and others.

Mr. Park described results of recent workshops held by his Society to study what needs to be done to improve opportunities for the handicapped in recreation. What's needed, conferees agreed, is a promotion campaign aimed at park and recreation employers urging more jobs for the handicapped. A start has been made, he said; the President's Committee has formed a Standing Committee on Recreation to take on the task of promotion.

Mrs. Pomeroy described how the Recreation Center for the Handicapped in San Francisco went about obtaining funds and volunteer helpers. The Center's approach might be suitable for many other cities, she suggested.

Mr. Jorgensen discussed environmental barriers that stand in the way of the handicapped in the field of recreation. They exist, he said, simply because park planners and architects in the past haven't been fully aware of the mobility problems of the handicapped. But barriers can be overcome; standards of the American Standards Association can point the way.

Mr. Conn remarked that when we talk about 10 percent of the population being handicapped, we're talking about individuals who are denied their rights to enjoy the recreational services they help support through their taxes. One more reason, he said, for doing our utmost to open up the world of recreation for the handicapped.

PUBLIC RELATIONS: THE WINDS OF CHANGE

Moderator: Robert G. Sampson, Vice President, Property, United Air Lines, Chicago, Ill.

Panelists:

Dean Herbert E. Striner, The College of Continuing Education, The American University, Washington, D.C.

Ernest Wittenberg, President, Ernest Wittenberg Associates, Washington, D.C.

Miss Cheryl A. Davis, Writer, Boston, Mass.

Recorder: Stephen Cotler, Coordinator, Graphics and Publications, State University Construction Fund, Albany, N.Y.

Left to right: Stephen Cotler, Miss Cheryl A. Davis, Ernest Wittenberg, Dean Herbert E. Striner, and Robert G. Sampson.

Mr. Wittenberg discussed the future of mass media in America, as it affects those concerned with promoting jobs for the handicapped.

Television has only begun to scratch the surface as a shaper of attitudes, he said. By combining pictures with the spoken word, its impact is lasting. A spot campaign showing handicapped persons at work would go far in building opportunities for the handicapped.

Radio has become segmented. Messages these days must be slanted to the type of publics specific radio stations appeal to. Some stations appeal to teenagers, others to mature persons; whatever, it's essential to understand the personalities of stations, in order to make proper use of them.

Despite the declining number of daily newspapers in America, they are here to stay. Radio and television can present only the superficials of news; the press alone can present sufficient background for thoughtful persons.

Dean Striner called for a more flexible educational system in the United States so that those who find themselves in obsolete careers—the handicapped included—can go back to school to train for new careers. In school, they should be paid allowances to enable them to maintain normal standards of living.

The move in America is toward service occupations. Today, he said, 60 percent of the labor force is employed in the service field. These jobs require not strong backs but sharp minds—well suitable for those with physical disabilities. At the same time, many service jobs are suitable for the mentally retarded—routine in nature, calling for little decision-making.

Miss Davis urged the creation of a new image of the handicapped as people who are productive, contributing members of society and not helpless individuals seeking charity.

The media can help shape this new image by stressing accomplishments of the handicapped. If stories of

children are used, it should be pointed out that they will be tomorrow's adults, with hopes and abilities the same as anyone else.

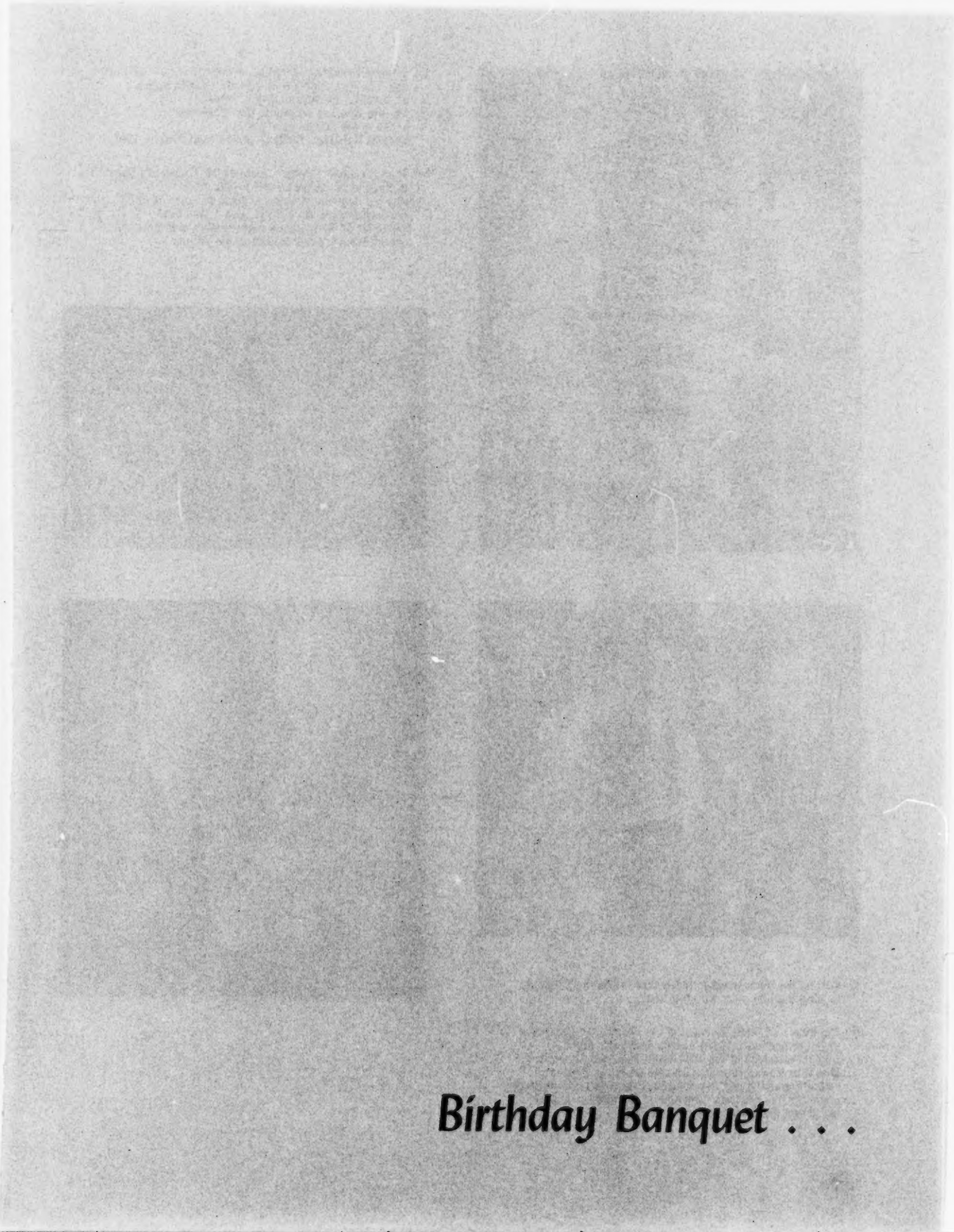
Young articulate handicapped people have a stake in positive opinion-molding, she said.

Discussion items:

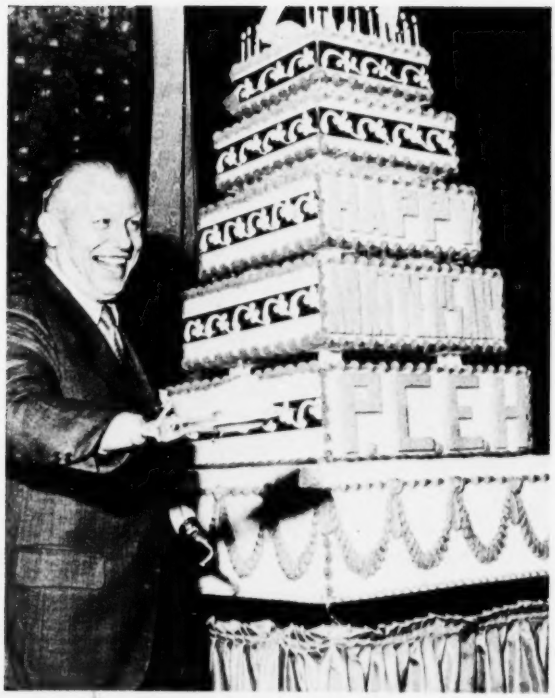
Should "attractive" photos of the handicapped be used? Should use of "unattractive" photos be discouraged? Certainly, it was agreed, "attractive" photos help shape public images; yet the press now wants to portray life as it is and not as it should be, and is beginning to insist on photos that show the facts, "unattractive" as they may be.

Public service requirements by radio and television stations can lead to copious use of "Hire the Handicapped" material, if it's good. There are many other public service causes competing for this time on the airwaves.

The handicapped themselves have a responsibility to "sell" themselves to the public. They must do everything possible to prepare themselves for productive lives. They must prove by deeds they are worthy of a place in society.



Birthday Banquet . . .



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① Cutting the tremendous birthday cake is Chairman Russell, holding the first piece for all to see.

② Old timers all, Rube Siverson of the Chamber of Commerce of the United States (left) and Mildred Scott (right) original members of the 1947 PCEH Executive Committee, chat with Marine Four-Star General Graves B. Erskine whose Retraining and Reemployment Administration in 1946 organized the Citizen's Cooperating Committee of RRA which was the predecessor of the PCEH.

③ Original Executive Committee member Millard Rice (left) and Mrs. Rice (right) chat with Mr. Charles Butler of Australia (second from left) and Mr. and Mrs. Lee Catterton. Mrs. Catterton is one of the daughters of the late General Mel Maas, PCEH Chairman from 1954 to 1964.

④ The "Pro Bono Publico" Award of the President's Committee is given to Dr. James Garrett of SRS/HEW who not only attended the original meetings of PCEH representing the VA, but has been a long-time supporter of international rehabilitation programs and one of America's real leaders in the VR field.

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① Caught by the photographer at the Head Table Reception prior to the banquet are (left to right) Father Paul Redmond, Bill McCahill, Sr. and Jr., Mrs. Anne Mutz, Mrs. McCahill (Jr.), and Mrs. Elizabeth Gallagher.

② Bill McCahill, Sr., receives the volunteer of the year Citation from People-to-People Committee Chairman Mac Hecht at the Anniversary Banquet for his volunteer work for the retarded and other handicapped.

③ Philippine Under Secretary of Social Welfare (second from left) socializes with Secretary of Labor and Mrs. James Hodgson and Committee Vice Chairman Jayne Spain (far right) at the reception preceding the Anniversary Banquet.

④ International guests Dr. and Mrs. Rene De Costa Bomfim of Brazil (center) are flanked by Miss Jayne Shover (left) Executive Director of the National Easter Seal Society, and (right) by Tom Teas, Easter Seal National President.

⑤ Following the Barber Shop Quartet music, the Bacon Blues Band of Rockville, Md., played for Anniversary Banquet guests in the Washington Hilton Ballroom.

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① Barry Sullivan
Master of Ceremonies

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② Commander Ian Henderson, Secretary General of the British Council on Rehabilitation of the Disabled (right) presents Chairman Russell and Secretary McCahill with a momento engraved in silver from the BCRD on the occasion of the 25th Anniversary.

③ Old Line Four Quartet

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Birthday Banquet . . .

A record-breaking 1,200 people filled the great International Ballroom of the Washington Hilton Hotel for the President's Committee's Birthday Banquet on Thursday evening.

The Invocation was given by the Rev. Paul J. Redmond of Carmel, Calif., who has been close to the President's Committee ever since it was formed a quarter of a century ago. His Invocation:

"No man can explain suffering and adversity. Why pain and sorrow should come to the innocent and the good, why affliction and injustice should be on the path of those who least deserve evil, is a mystery.

"But man's greatness comes from conquering evil—by overcoming handicaps. Our real heroes are those who meet adversity and, taking up their cross, make it a shining banner for the world to see.

"The unconquerable spirit—the will to love when hate would be so easy—the will to move forward when sloth is a sorry comfort . . . the desire to climb the barricades to physical and mental freedom . . . these come from God.

"Heaven is the warmth of friendship here on earth and in eternity. Hell is the coldness of hopelessness here or hereafter. Only man's unconquerable desire can win Heaven now and forever.

"May God bless those whose spirit has conquered physical handicaps. May God reward those who aid those less fortunate than themselves—showing the world that the Good Samaritan still walks the road of life, binding wounds, healing, helping.

"While gathered here let us pause and remember those who suffer as prisoners of war, handicapped by man-made barriers.

"May God grant peace to our Nation and to each one of us—a peace not of wealth or freedom from pain, but contentment which comes from sharing our love for God with our fellow man. Father in heaven, thy will, not ours, but thy will be done."

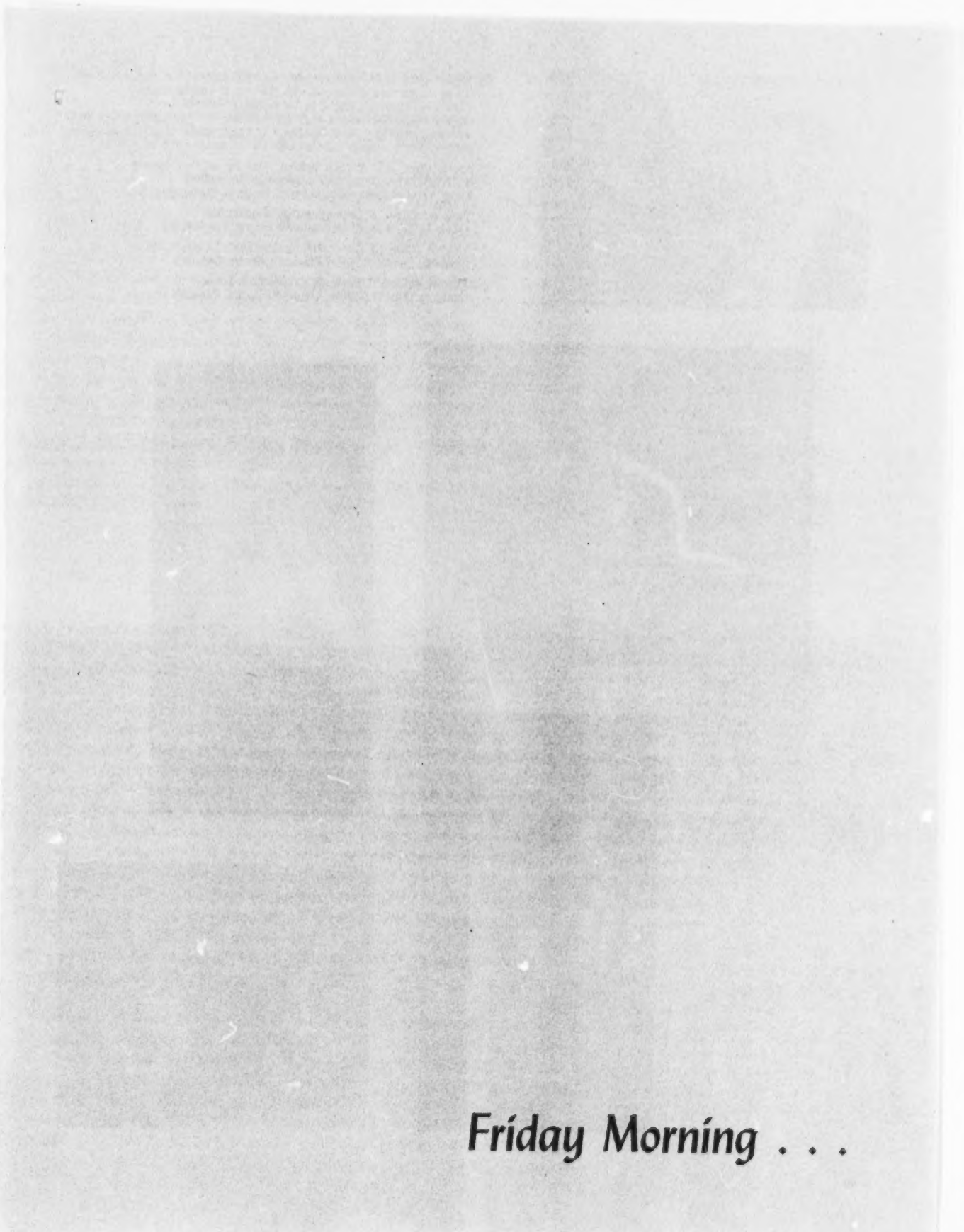
Master of Ceremonies for the evening was Barry Sullivan, star of stage, screen and television, and 1972 Mental Health Chairman of the National Association for Mental Health.

Five guests from foreign lands proposed toasts to the President's Committee, to the United States and to all who have dedicated themselves to the handicapped. Representing all parts of the world, they were Commander Ian Henderson of London, England; Rev. Kenneth Jenkins of Daw Park, South Australia; S. P. Wabulya of Kampala, Uganda, Africa; Dr. Renata da Costa Bomfim of Sao Paulo, Brazil, and Mrs. Estele Sindico of Manila, the Philippines.

The People-to-People Committee for the Handicapped presented its annual Citation to William J. McCahill, Sr., father of Bill McCahill, President's Committee Executive Secretary, for his voluntary efforts in behalf of the handicapped. Retired from business many years ago, he volunteered to teach sports to mentally retarded children when he was in his seventies, and he became involved in the People-to-People Committee when he was in his eighties. "His soul is young," commented Malcolm Hecht in presenting the award.

A "Pro Bono Publico"—for the good of the public—recognition was given to Dr. James Garrett, Assistant Administrator for Research and Demonstration at the Social and Rehabilitation Service of the Department of Health, Education, and Welfare, for his efforts in promoting the welfare of the handicapped around the world.

The banquet's entertainment contrasted the old and the new. Presenting the music of a quarter of a century ago was a barber shop quartet from Northern Virginia, the "Old Line Four." And presenting the music of today was the Bacon Blues Band of Rockville, Md., which has performed for patients in military and veterans' hospitals.



Friday Morning . . .

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① Walter Greist of Arlington, Va., left, cerebral palsy victim, demonstrates a new electronic speaking aid with the help of Donald Selwyn, Executive-Technical Director of the National Institute for Rehabilitation Engineering of Pompton Lakes, N.J. The device allows those with uncorrectable speech handicaps to speak almost clearly. It amplifies their slightest whisper and also clarifies the sound which comes out.

② Jon Erickson, 10, cerebral palsied, uses his chin to operate a CYBERTYPE man-machine communications system under study at Cybernetics Research Institute, Washington, D.C.

③ Paul Van Gildar, 10, operating CAAP Electric Cart (Made by Child Amputee Prosthetic Project, Los Angeles)

④ Thomas Willis, 13, demonstrating Coordinated Electric Arm (Made by Ontario Crippled Children's Centre, Canada)

⑤ Tawana Herring, 9, demonstrating Electric Elbow (Made by Ontario Crippled Children's Centre, Canada)

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Friday Morning . . .

"GIVE ME A CHANCE"

Vice Chairman Leonard Mayo presided.

The morning got under way with a recording of a song written for the President's Committee's twenty-fifth anniversary by Jack Moran, blind singer and song writer of Nashville, Tennessee. The song was introduced by Tex Ritter. His wife Dorothy is chairman of the Tennessee Governor's Committee.

A LOOK FORWARD

Marsha Stevens, Chairman of the Youth Committee, pledged the efforts of youth in retaining an involvement in the affairs of the handicapped—today and tomorrow.

Young people are searching for meaning in life that comes in the service to others, she said. Activities for the handicapped help to provide this meaning.

Dr. Mayo quoted from Alvin Toffler's "Future Shock" to show the urgency of our concern for the future:

"If the last 50,000 years of man's existence were divided into lifetimes of 62 years each, there have been about 800 such lifetimes. Of these, fully 650 were spent in caves. Only during the last 70 lifetimes has it been possible to communicate through writing. Only in the last two has anyone used an electric motor. Most of the material goods we use in daily life have been developed within the present, the 800th, lifetime.

"This 800th lifetime marks a sharp break with the past. We have not merely extended the scope of change, we have radically altered its pace.

"We have cut ourselves off from old ways of thinking. We have set the stage for a new society. This is the crux of the 800th lifetime. Can we adapt to it?"

TOMORROW'S AIDS FOR THE HANDICAPPED

Dr. Charles H. Epps of D.C. General Hospital took over to present a demonstration of some of the devices for the handicapped that hold promise of better days and fuller lives in the future.

He demonstrated an innovative electric chart for handicapped children that gives them great mobility. And he also showed an electrically-operated prosthetic arm and elbow that could do much more than current-day artificial arms.

Next, Lloyd W. Salisbury of the Army Medical Biomechanical Research Laboratory at Walter Reed Army Medical Center demonstrated a prosthetic device that operates by voice control. In a sense, you speak at it and it obeys.

The Optacon—an amazing device that converts printed words into sensations that the blind can feel with their fingers—was demonstrated by Professor John G. Linvill, Chairman of the Electrical Engineering Department at Stanford University in California.

With this device, a blind person was able to pick up the Annual Meeting program and "read" it—with a degree of fluency.

The Stereotoner—a similar device that converts printed letters into musical tones—was demonstrated by Hans A. Mauch, president of Mauch Laboratories in Dayton, Ohio.

Ronald Lipskin, staff engineer of the Bioengineering Research Service of the Veterans Administration Prosthetics Center in New York City, demonstrated a daily activity device—a control board that could turn on the television, turn on the lights, operate electrical appliances of all kinds, and perform a myriad of other tasks. The entire apparatus could be easily operated by a handicapped person from his bed or his chair. There was no need for him to move about the room.

Then Haig Kafafian, president of Cybernetics Research Institute in Washington, D.C., demonstrated his innovative communication devices, the Cybercom and the Cybertype, among others.

These are forms of typewriters that can be handled by persons with all types of disabilities. Some operate by blowing breath into a tube which activates the keyes. Others operate by donning special gloves which activate the keys when fingers are brought together. Still others convert letters into braille. Adaptations are endless.

The entire demonstration hinted at the hope that lies ahead for the handicapped in society. Pathways for independence, avenues for communication, roads to enriched lives—these are the end results of the scientific endeavors going on today.

Left to right: Timothy W. Horan, Laura Richardson, Joni Stipe, Harry L. Gilbert, Renee Dunlap, and DAV National Commander Edward T. Conroy.

Left to right: AMVETS National Commander Joe F. Ramsey, Jr.; Stephen Wise; Robert Clark, Jr.; and Dominick Strada, President of the AMVETS National Service Foundation.

AWARDS PRESENTATIONS

Next, Chairman Harold Russell and Edward T. Conroy, National Commander of the Disabled American Veterans, presented awards to the national winners of the "Ability Counts" writing contest for high school students. Prizes were donated by the DAV; trips to Washington not only for the five prize-winners but for winners in all the 50 States, were donated by the AFL-CIO. The prize-winners:

First: $1,000

Harry L. Gilbert, Reno High School, Reno, Nev.

Second: $600

Renee Dunlap, Waverly High School, Waverly, Iowa

Third: $400

Joni Stipe, McAlester High School, McAlester, Okla.

Fourth: $300

Laura Richardson, Newberry High School, Newberry, S.C.

Fifth: $200

Timothy W. Horan, Riverside High School, Delanco, N.J.

Finally, awards were presented to the winners of the first national poster contest of the President's Committee. Prizes of $1,000 each were donated by the AMVETS of World War II, Korea and Vietnam.

The winners:

First prize, high school category: Robert Clark, Jr., Bethlehem Area Vocational Technical School, Bethlehem, Pa.

First prize, college category, Stephen Wise, Herron School of Art, Indianapolis, Ind.

RECOMMENDATIONS

The panels on Thursday afternoon did more than discuss issues. They hammered out recommendations for action, to be presented to the President's Committee. These recommendations were read to the audience on Friday morning. They are contained in the next section of these Minutes.

"A PLACE FOR ME"

The Annual Meeting closed as it had opened, with the touching and hopeful song from "West Side Story," "Somewhere There's a Place For Me," presented by special arrangement with its composer Leonard Bernstein.

Recommendations . . .

Recommendations . . .

REHABILITATION

1. To enhance consumer participation in the rehabilitation process, clients should be read their "rights" to rehabilitation, much as police read "rights" to arrested offenders.
2. The rehabilitation plan should be made a contract between the counselor and the client.
3. The formation of consumer advisory groups should be encouraged by rehabilitation agencies.

EMPLOYMENT

1. The President's Committee should work with the Small Business Administration to develop a plan of encouraging recipients of SBA loans to hire handicapped employees.
2. The President's Committee should direct its promotional efforts at policy-makers in American business and industry, to attain policies favorable to employment of the handicapped.
3. The President's Committee should expand its efforts to reach the small businessman of America.
4. Special promotional emphasis should be given to laying at rest the myths about workmen's compensation and health insurance in relation to the handicapped.
5. The Medical Committee of the President's Committee should increase its efforts to encourage medical directors of business and industry to make realistic use of physical examinations as a means of proper placement and not as a means of screening out the handicapped.
6. The President's Committee should encourage the development of a certification program for the handicapped who are work-ready, to be used in increasing their employment opportunities.

BETTER LIVING

1. The Federal Government should conduct a survey of the handicapped in America and should furnish such statistics to those desirous of obtaining housing financing for the handicapped.
2. There should be barrier-free housing units in all public and private multiple housing. This should be a requirement of Federal law, with punitive clauses if builders do not comply.
3. There should be dial-a-ride transportation systems for the handicapped and elderly, with fares set at a level they can afford.
4. If dial-a-ride transportation is not available, then all public transportation systems—air, rail, bus, subway, etc.—should be modified for full usage by the handicapped and elderly.
5. The President's Committee should consider changing its name to be more descriptive of its functions in areas other than employment.

LEGISLATION

1. The name of the President's Committee should be changed to President's Advocate for the Handicapped.
2. Staff and funds of the President's Committee should be increased so that positive action can be taken for all aspects of handicapped living.
3. The President's Committee should greatly broaden its mission, philosophy and scope of activities to include all living aspects of the handicapped.
4. The President's Committee should recommend to Congress the enactment of legislation which would provide accessibility to all public and private facilities, transportation and housing, and to all places of all kinds available to the general public.

This law should call for penalties for noncompliance. The presumption should be that there is a denial of civil rights where a handicapped person is denied admittance anywhere because of barriers.

PUBLIC RELATIONS

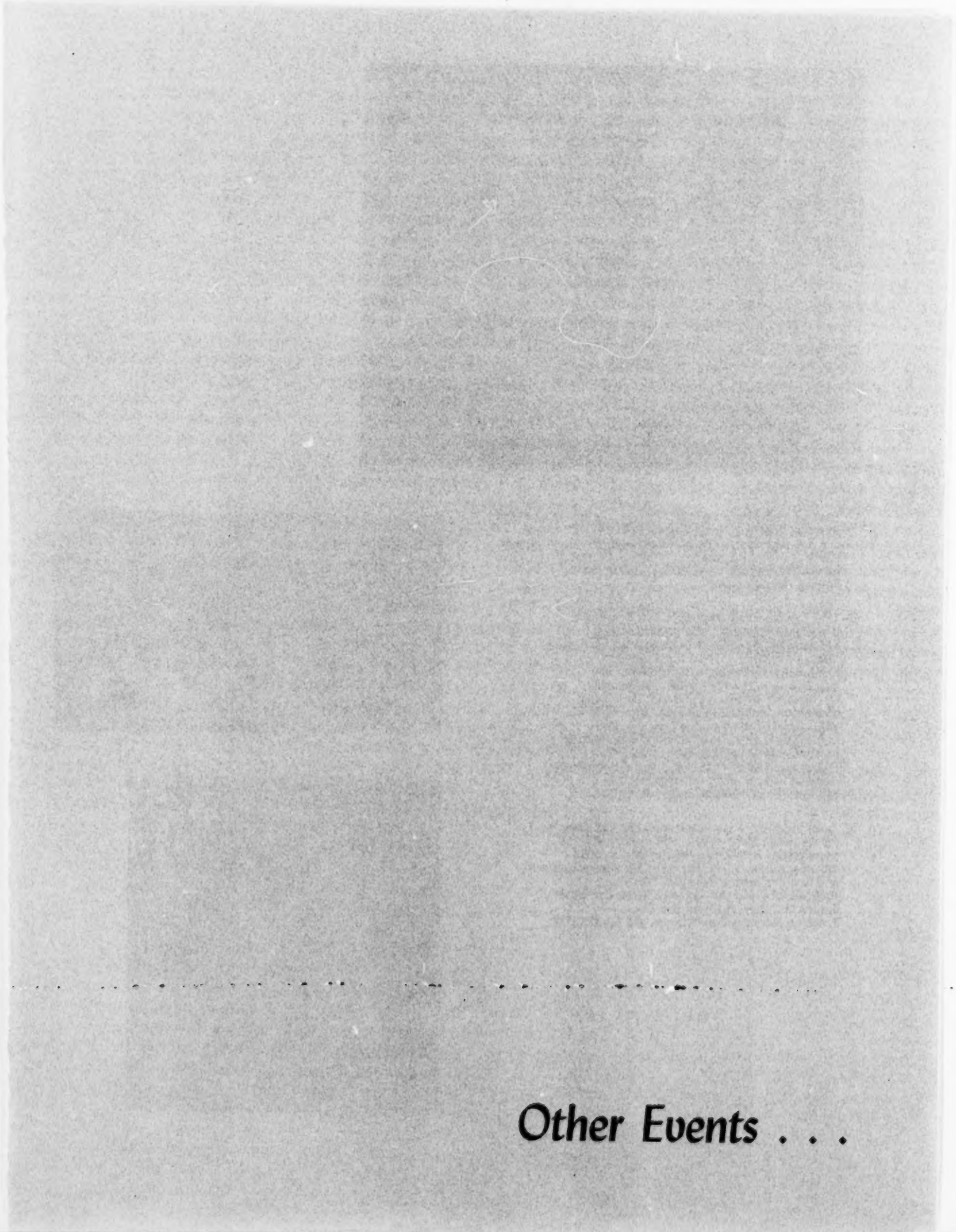
1. The handicapped must become more activist, more articulate, better able to speak out in their own behalf.
2. There is need for a national program entitling every adult—handicapped included—to additional education and training to equip him with skills to enhance his employability in this fast-changing society.
3. Public relations programs in behalf of the handicapped should remain sensitive to changes in the requirements and needs of the mass media.
4. The handicapped themselves should take part in any promotional or educational campaign. Visible demonstrations of their own capabilities can be powerful tools in changing attitudes.
5. "Hire the Handicapped" promotional efforts must be never-ending. They should not be limited to National Employ the Handicapped Week alone. They should go on the year round.

RECREATION

1. There should be a public education campaign to develop greater understanding and acceptance of the handicapped in community recreation.
2. Recreation should be interpreted to include arts, crafts, music, hobbies, service projects, etc., as well as sports and athletics. This interpretation can increase opportunities for the handicapped.
3. There should be greater opportunities for involvement of the handicapped in all aspects of recreation programming—including staffing and volunteer activities.
4. Recreation, park and leisure-time employers should be informed of the potentials of handicapped employees.
5. All recreation, park and leisure service facilities should be accessible to the handicapped.

"ARTICULATE MINORITY"

1. There is need for all disability groups to join forces in the struggle for civil rights legislation for the handicapped.
2. There is need for a defense fund to provide legal services to fight discrimination in all its forms.
3. There is need for social science research studies as tools to be used in future litigation.
4. There is need for a forum whereby all pertinent issues dealing with legal rights of minority groups—handicapped included—can be aired.
5. There is need for the handicapped to speak out for their rights, and to take increasing responsibility for their own destinies.



Other Events . . .

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① National Park Service Associate Director Raymond Freeman (left) presents Chairman Harold Russell with the first volume of a new Park Service pamphlet during the Executive Committee meeting. Title of the booklet is "National Park Guide for the Handicapped," available at the Government Printing Office for 40¢.

② John E. Ingersoll, Director, Bureau of Narcotics and Dangerous Drugs, U.S. Department of Justice, addresses the Women's Committee during their Spring Meeting on May 3, 1972, at the Washington Hilton Hotel. Pictured from left clockwise are: Mrs. Edward C. Moynihan, WOC Vice Chairman; Mr. Ingersoll; Mrs. Mary T. Stewart, Coordinator of Women's Activities, PCEH; Mrs. Jayne B. Spain, WOC Chairman and Vice Chairman, U.S. Civil Service Commission; Miss Mary Kathaleen McGraw, Pilot International's 1970-71 Handicapped Professional Woman of the Year; Mrs. Almetta Brooks, Executive Director, Pilot International; and Mrs. Marjorie Wilson, Zonta International.

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③ Board members of the People-to-People Committee for the Handicapped enjoy a light moment with the photographer at the State Department Reception following the Annual Meeting on Friday afternoon, May 5. Left to right: Dorothy Dunnigan, Ellen Black, Gertrude Swanson; standing: Mac Hecht, Don Wilson, Francis Mulcahey, Chairman Bob Ewing, Executive Secretary Dave Brigham, and Bill McCahill.

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① Anne Daniels receives a Commendation desk ornament from Chairman Russell for her long-time services as stenotypist for the PCEH Executive Committee.

② Dr. Ray Scott of the Department of Agriculture is honored at the Executive Committee with a Chairman's Commendation from Mr. Russell as recognition of his leadership in the Rural Areas Committee.

③ Sal Caravetta, President of TORCH (The Organization that Conquers Handicaps), receives a Chairman's Commendation as recognition of his firm's employment of more than 600 severely disabled men and women.

④ Youth Committee Chairman Marsha Stevens displays the recognition plaque given to members of the Executive Committee while Chairman Russell beams approval.

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① Members and guests of the Committee on the Mentally Handicapped discuss job problems of the mentally retarded and mentally restored at a luncheon meeting on Wednesday, May 3—just before the opening session of the Annual Meeting. Committee members also reviewed progress made in the past dozen years which ranged from special employment programs for the retarded in government to establishment of employer councils at many mental hospitals.

② Executive Committee Chairman Mayo, PCEH Chairman Russell, and PCEH Vice Chairman Jayne Spain (right) present Administrative Officer Dorothy Dunnigan a one-of-a-kind plaque commemorating more than 20 years service to PCEH and its Executive Committee.

Other Events . . .

A WEEK OF ACTIVITIES

The entire week of the Annual Meeting was filled with events pertaining to the handicapped.

The Job Placement Division of the National Rehabilitation Association held a board meeting . . . Rehabilitation International's U.S. Committee held a Board meeting . . . The Council of State Administrators of Vocational Rehabilitation met . . . The States Executive Committee, representing Chairmen and Secretaries of Governors' Committees, held a meeting . . . Standing Committees of the President's Committee—Disabled Veterans, Women's, Physically Handicapped, Mentally Handicapped, Workshops, Medical, Rural Areas, Education—held meetings.

PREP SYMPOSIUM

A symposium, "Partners In Disabilities," conducted by the Partners Rehabilitation Education Program (PREP), was held in the Pan American Health Organization, with simultaneous translations to accommodate foreign guests.

Professor John Jordan, National Director of PREP, cited a survey of the needs of the handicapped in Central America and Panama, conducted by PREP and the Organization of American States.

Next, a number of "partners" present—Central Americans and their North American coworkers—described their cooperative activities. The "partners:" Belize/Michigan; El Salvador/Louisiana; Parana, Brazil/Ohio; Honduras/Vermont; Panama/Delaware; Costa Rica/Oregon; Ecuador/Kentucky; Pernambuco, Brazil/Georgia; Antioquia, Colombia/Massachusetts; Nicaragua/Wisconsin; Yucatan, Mexico/Iowa; Guatemala/Alabama; Brasilia, Brazil/D. C.; Sao Paolo, Brazil/Illinois.

The cooperative efforts have uncovered many needs for the handicapped in the Central American area:

- A need to decentralize existing services for the handicapped, to bring them into the interiors of the countries.
- A need to train teachers of the handicapped and to train technicians in prosthetics and orthopedics.
- A need to improve vocational training facilities for the handicapped.

The cooperative efforts also have brought about progress, directly and indirectly:

- In El Salvador, the PREP committee has formulated basic recommendations to the government for the improvement of rehabilitation services, and has offered to assist the government in their implementation.
- In Guatemala, the Ministry of Labor has created a full-time office to promote employment of the handicapped, and has asked that this office be represented on the Guatamalan PREP Committee.
- In Panama, the nation's new Labor Code requires that any firm with more than 100 employees hire at least one graduate of the Panamanian Rehabilitation Institute.

Among other international activities was a luncheon sponsored by the People-to-People Committee for the Handicapped. Speaker was Alan Reich, Deputy Assistant Secretary of State for Educational and Cultural Affairs.

Two busloads of guests visited the Australian Embassy for a tour and for orientation on Australia, in connection with the forthcoming Twelfth World Congress.

Final event was a reception at the Department of State for foreign visitors, members of the diplomatic corps, officials in the field of the handicapped and other honored guests. The reception was sponsored by the People-to-People Committee for the Handicapped, the People-to-People Federation and the Department of State.

DISABLED IN ACTION

"Disabled In Action," young organization of handicapped men and women, conducted a panel at the Annual Meeting on the need for more activism by the handicapped themselves to assure their full role as productive members of society.

DIA also staged the Nation's first "National Advocacy Day for the Disabled"—a march by the handicapped from the Washington Hilton Hotel to the Capitol on Friday, May 5.

The march, they pointed out, marked the beginning of what they called "National Civil Rights Week for the Disabled," which they described as "a concerted, structured effort to raise the collective consciousness of America, to come before our fellow-citizens with the neglected needs and bypassed problems of physically and mentally disabled Americans . . ."

Some of the specific neglected needs, they said, were these:

- A denial of the right to equal educational opportunities because of discriminatory admission policies and architectural barriers.
- Exclusion from public transportation, and from adequate public housing.
- Denial of jobs for the sole reason of handicaps, even though otherwise qualified.
- Denial of full access to public buildings, even to public streets because of high curbs, and to other public facilities which the handicapped can't make use of.
- Exploitation in the form of high prices for drugs and special equipment for the handicapped.

The march started in mid-morning, under sunny skies. More than 100 handicapped people walked or were wheeled to the Capitol.

Reaching the Capitol for a noon rally, they found they had to be carried up the West steps. There was no other way for the handicapped to get in.

Speakers at the rally included Judy Heumann, president of Disabled in Action, and Senator Harrison Williams who has proposed legislation setting up a Presidential conference on the handicapped as well as an office on the handicapped within the Secretary's office at the Department of Health, Education, and Welfare.

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